LOCAL GOVERNMENT SERVICE

No. 12 DECEMBER, 1937 Vol. XVII

Winter *will change the leafy avenues of our towns into white ghosts, by sweeping wind and falling snow.*

Christmas

To every member, in every walk of life, the Association extends a cheerful greeting, in this, the last issue before Christmas, 1937.

In Brief

Sir Josiah Stamp, speaking to the Institute of Public Administration, said that the Government was increasing its control of our economic life and that for the new problems which consequently arose, a type of man different from the old conception of a public administrator was needed.

★

The letter from "Interested" last month has raised a lively discussion on the Cost of Living. The correspondence appears on page 330, and the editorial comment on page 327.

★

"Local Authorities should have their buildings built by the best local builder, designed by the best local architect, decorated by the best local artists and made of the best local materials," suggested Sir William Rothenstein, D.Litt., M.A., A.R.C.A., in his presidential address to the Union of Educational Institutions. See page 318.

★

Students are advised by Mr. F. Signey, B.Sc., of Newcastle-on-Tyne Branch of the procedure to adopt to obtain a Diploma of Public Administration on page 318.

★

The month's books—travel, fiction, biographies—are reviewed on page 323.

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"Hyperion" relates the month's anecdotes in "At Random" as usual, on page 314.

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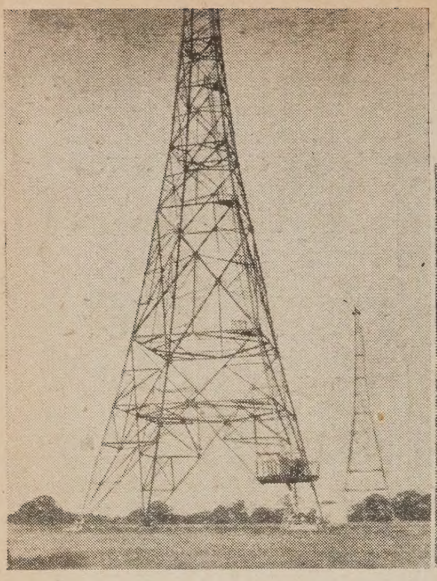
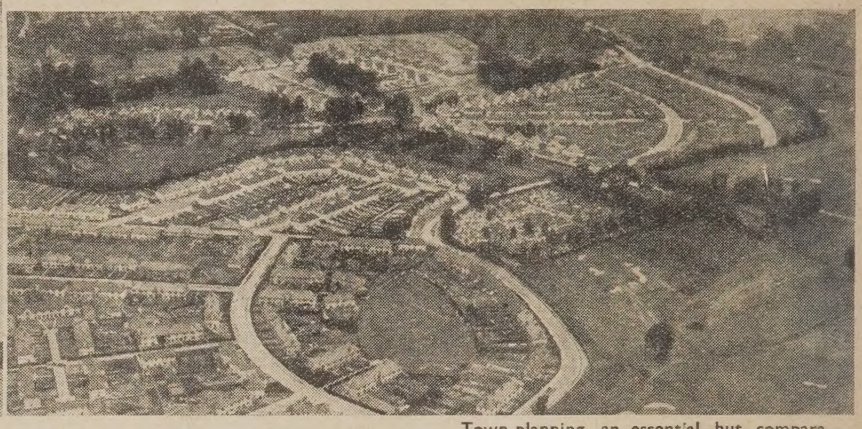
For Bridge players there is a competition on page 328.

The Administrator and a Planned Society



Two of the huge wireless masts of the B.B.C. a semi-independent public corporation—which has attracted a new type of administrator to operate and direct its functions.



Town-planning, an essential but comparatively new product of Local Government calls for the services of men of insight and courage. The administrator in this field must have the capacity to look further into the future than his predecessors

"IN view of the great advances in governmental activity in many countries," said Sir Josiah Stamp, "the tasks to be covered by the administrator are now so much wider and more numerous that we must ask whether the same *kind* of administrative technique and ability are adequate now as they were adequate years ago, or whether some different aptitudes and temperaments may not be logically involved, or even whether the mental training ought not to have some radical redirection. The answer may, of course, be in the negative, but should be given after examination, and *not without* it.

Does the Public Administrator need more than a first-class brain?

The British method is to extend, bit by bit, without conscious change in the character or type of the administrator, and does not get much beyond asking for the same "first-class brain," broadly educated and with adequate experience. The British method is still rooted in the ideology of thirty years ago, for those who now shape policy were rooted there, too. But it does not ask whether the new administrative task that has come for good or ill demands for success, on men of greater or less patience, greater or less personal initiative, greater or less individuality, greater or less sociability.

We may sum up in the simple declaration: Government is getting much wider in scope; we shall want men of great ability, a knowledge of social affairs, and touch with life. Dr. Robson, summing up the "Century of Municipal Progress," claimed that officials would develop "qualities of creative leadership for preparing and carrying out the policy of the council beyond almost anything we know. They will acquire a new skill for the performance of new tasks, travel widely, eagerly scanning experiments in other lands." We are often questioned on the type of training that this new age demands. "Is it true that a man who can write good Latin verse has gone through such fine mental gymnastics that he is almost sure to make a good administrator?" The national Civil Service is recruited on that principle to-day. But the kind of training and temperament, and the class rather than the degree or ability, are nowhere worked out more deeply than in the sketchy analysis of the new functions of administration. Dr. Robson has recently said: "The civil servant and municipal officer are new kinds of men, just as the engineer is a new type of man."

How is Success Measured?

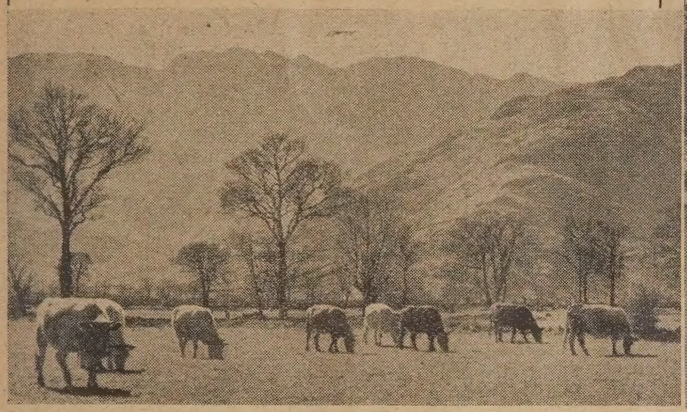
The general answer to the question, what type of man is required, and what should be his training, is, of course, whatever type and training will secure the highest *success* at his job. The next question is: What do we mean by success? And the answer, rather more impatient, is: The achievement of the main objects set out in the legislation enactment under which he works. If we ask: How do we measure this? we shall be told: By ascertaining to what degree he makes the product available at the lowest production cost, or the lowest price—the most economical, we might call it—or Spreads the benefits to the widest number of people, or promotes the highest output. In a State where only a small area of all social functions is under public administration, these answers might be approximately correct. But as the proportion of the total area coming under public administration grows, the answer is progressively more wrong. And if we find a large part of the economic life of the people is government controlled, the answer that the best administrator is the one who makes the most success of his task, in the sense that he makes the product available at the lowest price, must be wrong indeed. In an individual State, or in a completely controlled State, the task of the administrator is relatively easy, compared with his responsibility in a half-controlled State, where governmental activity is interlocking with private enterprise.

The Price Basis

Before supporting these statements by argument, Sir Josiah Stamp claimed that none of the current analysis as to the development of governmental functions went deep enough. Upon this analysis the measurement of success depended.

"He said that the main characteristic of a freely self-organised complex

Sir Josiah Stamp, President of the Institute of Public Administration, in an address given recently, showed how widely Government control had developed during the past decade of economic life, and discussed the type of man best suited to act as administrator.



Life in the heart of the country is affected no less by the public administrator's job. The Milk Marketing Board has provided new problems of management and has given us a new type of executive particularly fitted to deal with this aspect of government.

Buses in Whitehall, busy in the gigantic task of conveying the public through the streets of London. For the direction of this vast organization (the London Passenger Transport Board) a mentality is needed of a different type from that of the last era.

individualistic community was its dependence upon a price structure or system.

It would come as a surprise to many to be told that the price system and not bureaucratic ability, that the profit motive and not the human motive, was the hub of the problem.

Success in the Aggregate —What Administrators should "Maximise"

As a society approaches progressively towards complete planning, the price system loses its integrity. The planned portion has prices which are forced and not free, and the subtle indirect effects penetrate into the unplanned area and affect them even more violently. A successful or apparently successful economic activity in the planned may be at the expense of a depressed economic activity in the unplanned. The success of control or regulation in the one is not a final social verdict until the effect in the other is ascertained. The success of the Bacon Control Board or the Milk Marketing Board cannot be judged merely by the statistics of bacon or milk production, for there are unexpected repercussions on the prices of pork, the character of imports, and the alternative farm products that lie beyond the control boards' powers, but that must be weighed in the *national* balance.

Social gains or losses may arise from a particular use of capital (or direction of energy) by government, quite apart from their direct results. So the government's real task is to maximise social utility. Many minuses and pluses must come into the total account for expenditure on roads facilitating motor traction, or on aircraft subsidies. If maximum social net product is the real goal, and maximising a particular individual net product only a means to an end, it must be someone's business to study not merely the latter, taking the former for granted, but the social aggregate. That is the job of the public administrator.

Types Not Required

The task of the administrator in the future much more than in the past will, therefore, be to secure the *maximum social net product*, and the disposition and training best adapted for this will be that most valuable to the public. Two classes of people are clearly marked out as unsuitable at once.

First, the forceful, push-and-go business man, of the single-management type, accustomed to fixing his goal and achieving it in a competitive world.

Second, the exactly trained civil servant, given to the analytical application of a legislative programme in a statute, co-operating with other departments similarly bound, working to the elaboration of a complete static programme to be generally applicable by principle and precedent.

Supremacy in the Future State

Once it is admitted that the balance between control and non-control in society is deliberately chosen to maximise the social dividend—to get, so to speak, the best of both worlds—the best administrator is the best maximiser. If he does not maximise, but instead goes ahead along the line of his main function, opinions about undesirable repercussions must be voiced by the press, by Parliamentary representation, or special protection societies, and inquired into by committees and Royal Commissions. Only the skilled and trained official can really be relied upon to keep system, impartial interpretation, tradition, and disinterested impetus. The technique of social adjustment is a skilled one, and while I pass no judgment here upon the framework of government and control, I am quite clear that the official must be the mainspring of the new society, suggesting, promoting, advising at every stage. *The time when the amateur control is all wise for either seeing or saying what ought to be done, and the official's job is to do what he is told, is now completely past.*

Surveying the education and selection of administrators it should be borne in mind that "Executive ability is quite a different quality from the non-ability of a man to express himself, to make a good impression to wrestle with abstract problems, or to evoke confidence upon a casual meeting . . . ." Questions which must be asked about our future public administrators are:

"Does the man possess the faculty of looking objectively at problems? Does he have the knack of getting things done? Can he make decisions? Then the vital questions: Can he work in a team? Can he modify his own programme in the larger picture? Can he pass on credit to others? Can he subordinate the hundred-per-cent success of his own part to the success of the whole? Is he a good committee man? Has he an emotional and human sense or is he dry and bookish? Can he extract achievement from compromise?

At Random

By "HYPERION"

"THE MOST AUTHENTIC WITNESSES OF ANY MAN'S CHARACTER ARE THOSE WHO KNOW HIM IN HIS OWN FAMILY, AND SEE HIM WITHOUT ANY RESTRAINT OR RULE, BUT SUCH AS HE VOLUNTARILY PRESCRIBES FOR HIMSELF."—*Dr. Johnson.*

Christmas Greeting

A merry Christmas to all readers of this crazy column! (A little early, perhaps, but I shall not have another opportunity before it is too late.) And, while I'm about it, let me thank all those who, from time to time, have sent me heartening messages to the effect that "At Random" is the only part of *Local Government Service* which they can stomach. I must set in the other scale of the balance those who think that this column and its author should both be "liquidated," since it is little concerned, as a rule, with salaries and service conditions, district committees, superannuation and widows' pensions. Well, one can't please everyone, and, for my part, I hold the possibly biassed view that this journal is none the worse for a little leavening of nonsense. Sense, too, sometimes!

So come, boy, you who pour the old Falernian, fill me stronger cups, as the law of Postumia, Mistress of the Revels ordains—Postumia, tipsier than the tipsy grape. But you, water, begone, away with you, water, poisoner of wine, away to your killjoys!

* * *

For and Against

Enough; I sup, I wet, I humect, I moisten my gullet, I drink, and all for fear of dying; drink always and you shall never die. If I drink not I am aground, and lost. I am stark dead without drink, and my soul ready to fly into some marsh among frogs; the soul never dwells in a dry place.

* * *

Who hath woe? Who hath sorrow? Who hath contentions? Who hath babbling? Who hath wounds without cause? Who hath redness of eyes? They that tarry long at the wine; they that go to seek mixed wine.

* * *

"I wonder if you can do anything for my husband, doctor? When he doesn't feel well, he drinks, and when he drinks, he doesn't feel well."

* * *

Note for Housewives (if any)

Cooking is an art which can only be learnt by those who like it and take an intelligent interest in it, and who are willing to devote a little time to this fascinating form of chemistry—"the chemistry of edibles" would, I think, be an appropriate definition of cooking. If only cooks could be taught to look upon it in this light, if they could but realise that there is a thrill in turning raw, unpalatable materials into delectable food—and a still greater thrill in inventing a new dish, they might cease to consider cooking mere drudgery.—*Countess Morphy.*

* * *

Footnote to Hogmanay

At a prolonged drinking-bout, one of the party remarked:

"What gars the Laird of Garskadden luk sae gash?"

"Ou," says his neighbour, the Laird of Kilmardinny, "Garskadden's been wi' his Maker these two hours; I saw him step awa', but I dinna like to disturb gude company."—*Dean Ramsay.*

* * *

Hospitality

Some hold when Hospitality died in England she gave her last groan among the yeomen of Kent. And still at our yeoman's table you shall have as many joints as dishes—no meat disguised with strange sauces; no straggling joint of a sheep in the midst of a pasture of grass, beset with salads on every side, but solid substantial food; no servitors (more nimble with their hands than guests with their teeth) take away meat before stomach are taken away. Here you have that which in itself is good made better by the store of it, and best by the welcome to it.—*Thomas Fuller.*

* * *

One of the shrewdest of men once remarked: "Woe to any man whose wife is not as a thorn in his side!"—"Atticus" in the "Sunday Times."

* * *

Thankfulness

And, that our present happiness may appear to be the greater, and we the more thankful for it, I will beg you to consider with me, how many do, even at this very time, lie under the torment of the stone, the gout, and tooth-ache; and this we are free from. And every misery that I miss is a new mercy: and therefore, let us be thankful.—*Izaak Walton.*

* * *

This Month's Competition

I have cribbed the idea of this competition from William Hickey of the *Daily Express*. He offered prizes for the best "noticeable notice," and the following were among the entries received:

1. In reference room of Boston, U.S.A., library: "Low Conversation Allowed."
2. Beside gangway of a barquentine in Callao harbour, 1912: "This Ship Will Sail at Noon To-day, D.V. or not."
3. Illuminated, unpunctuated sign in Ilfracombe gas showroom: "Gas the Family Friend."
4. "Battersea Corporation Do Not Spit."
5. "It is forbidden to throw into the river this notice board prohibiting the throwing of anything into the river."
6. Wolverhampton traffic-sign: "Concealed Pedestrian Crossing."
7. Near front line at Ypres 1918: "Refuse to be shot here."

My competition is for the most amusing official notice or advertisement (published or unpublished). Here is an example of such a notice, relating to the grading and recruitment of nurses, which was fortunately altered before it was sent off to the press.

"Most of the nurses are nurses pure and simple. There are also some vacancies for other classes of nurses."

A copy of *Speaking After Dinner* will be sent to the competitor who sends in the most amusing entry.

Does Your Council do these?

"DO'S" and "don'ts" which were intended to be taken to heart by all new councillors, and probably some old ones, were given in one of our leading national papers, the "Daily Herald," on November 1, 1937. Perhaps our members are more likely to appreciate the advice, even than the councillors themselves. Here they are:

Learn the standing orders—they are the rules of the game. Nothing shows a councillor's ability more than his grasp of standing orders. Clever members master them as soon as they are elected, if they did not know them before. The stupid ones get "legged up" in them months afterwards.

Some never understand them, and their most important speeches are interrupted by their opponents' chirps of "On a point of order."

* * *

Don't insult corporation officials by assuming that they are all "on the other side." The best of them achieve that official impartiality that is one of the glories of the British municipal system.

Among the chief constables, medical officers of health and members of the National Association of Local Government Officers you will find some of the most devoted citizens the country possesses.

* * *

Don't go committee-mad—it is a weakness with many good democrats.

* * *

Don't carp. There will be plenty of hard fighting to be done without wasting energy on needless struggles.

* * *

Help members when they are putting through their schemes, and give them the credit due to them. You do not want to earn the reputation of being sour and ungenerous.

* * *

Never use your position to make unfair attacks on officials. Remember that the relationship between you is that of employer and employee, and in most cases the official cannot defend himself against the attack of a councillor.

* * *

Don't start talking gibberish just because you have become a councillor. Don't say "prior to" when you mean "before" and "subsequent to" when you mean "after."

A Chance to Serve

Alderman Joseph Toole, Lord Mayor of Manchester, thinks that a City Council needs a good blend of energetic young people to combine with the wisdom which only experience can give.

An old man, he says, has one great advantage over a young man. Just one, and only one; and it is this. That an old man has been young, but a young man has never been old. Youth and wisdom together usefully and wisely directed could re-make Manchester in 25 years and turn it into a proud crowd of men and women.

He invites the young men of Manchester to do their bit to make their city more famous than it is already. Now then, boys, he says, you have no need to knock at the door—it is already open.

More light on the

CODE OF PROFESSIONAL CONDUCT

By J. A. Moloney

THERE has been talk recently on whether or not there should be a code of professional conduct for public officials. I do not propose to argue one way or another, for this is a point on which everyone should form his own opinion. As, however, many have not thought sufficiently about the matter, I will set down a few points which may, or rather should, interest every reader.

It should firstly be remembered that the public official (in common with the private worker) has both moral and material incentives. Owing, however, to the nature of the public servant's work it is necessary that he should have a code of ethics of some sort; although he should, as far as possible, be a self-governing factor. The public official's pay and his other material advantages do not always satisfy him. This is because his job is not necessarily chosen and he does not (and cannot) always adapt himself to the various conditions of his work. Then he has fluctuations of mood which are always liable to be present no matter how keen the interest taken in the work. This is especially true of teachers and relieving officers. And again we are not "fanatics"; that is to say we have not that fanatical interest in our job the intensity of which surmounts all obstacles.

In Other Countries

The code of a public servant should follow the nature of the state. The most severe is the Prussian one, which demands from its public official an oath of office or a special ceremony and dates back from the old ecclesiastical and feudal times. This oath has been abolished in Republics except for judges and other similar positions. But in Germany the oath still remains. The public official now swears allegiance to the German people and to the Leader, Hitler, with the words "so help me God" added. Thus the oath has a personal and a supernatural connection. The interpretation of this oath, then, can be made very broad: Hitler, of course, is the final interpreter and the religious appeal inclines to bind the official even more subordinately to the state. At the moment every public official in Germany is not a member of the Nazi Party though this will probably be so in time as the older members of the service who were in before the advent of Hitler retire or otherwise leave.

In Italy, the civil servant swears allegiance to the king and his successors, to the constitution and to the Fascist Party, and must also swear to keep the secrets of his office. He must swear not to belong to any society not in harmony with the Fascists and must be a member of the Fascist Party.

No state, however, can rely upon purely material incentives in respect of its public servants. It would, therefore, appear necessary to have some code of ethics or oath of allegiance. But the more stringent becomes the oath, the more restricted becomes the rights and liberties of the public officials. The conscientious discharge of duties by public servants are legal clauses in Germany, France, and Italy, and obedience is the ruling principle.

Complete Neutrality

The neutrality of the public official must always be clearly evident. The state always expects sincerity and impartiality from its servants though the interpretation of this can be very wide. In Germany a public official must resign if there is any possibility of private gain by virtue of his office. There is no corresponding law for this in England, but the principle appears in the regulations. You may remember the Gregory case of 1928 or the more recent Bullock case of last year.

The public servant, then, should never expose himself even to the suspicion of the public. The Public Authorities (Corrupt Practices) Act, 1889, and the various official Secrets Acts make certain provisions against misdemeanours by civil servants.

There must also be complete candour in public investigations. In Germany this is laid down in the regulations though the tendency there is to be too tactful in public inquiries, for the official never knows who is spying upon whom. There should also be a special etiquette of manner between officials, and this is again recorded in the German regulations: it even states to whom one is allowed to say "good-morning." There must always be respect for superiors, even when they are objectionable in manner. The contact with the public differs in England, Germany and France. In Germany, the public official is the direct representative of the supreme authority and must be treated as such. It is a punishable offence to insult a German official and the latter has a duty to take notice of any insult and act accordingly. In France, this holds good only for the higher grade of official, and in England it appears that a public official may be insulted almost with impunity.

The public servant's life, private and otherwise, should be in keeping with the dignity of his office. In England, we have a good example of this in the B.B.C., though they seem, at times, to go to extremes. So long as the conduct of the official does not adversely affect his efficiency or the repute of the service he is free to live as he chooses. But upon what does "the repute of the service" depend? It depends upon (a) the mind of the head of the department concerned, and (b) the mind of the public. If the repute of the service is governed solely by (a) this may become dangerous, because the head of the department may be behind the times. If, however, the opinion of the public only is sought, who must be regarded as the public? The problem is a difficult one which only practice can solve.

from

THE "LONDON COUNTY CHRONICLE"

The last date for applications

National Health Insurance and Pensions Act

JANUARY 1, 1938, is the last date for officers to make application for voluntary membership under the National Health Insurance and the original Widows', Orphans', and Old Age Contributory Pensions Act.

It is being generally realised all over the country that from January of next year officers engaged in excepted employment will cease to be entitled to become voluntary contributors for all benefits under the Health and Pensions Acts.

It should be clearly understood, however, that any officer at present in excepted employment, who is expecting an increase of salary on **January 1, 1938,** which will bring his remuneration to exceed £250 per annum will be eligible to apply for voluntary membership, providing application is made by January 1, 1938. All local government officers who will come within this category are strongly advised to obtain immediately an application form from the Local Correspondent, or direct from Headquarters, so that it can be completed and despatched to the Head Office by January 1st, 1938.

It cannot be too strongly emphasised that **January 1, 1938,** is the last date upon which any officer may apply for voluntary membership under the existing conditions. The Nalgo Approved Society will have no power to make any concessions.

Public Social Services

SIR GWILYM GIBBON has made a valuable contribution to one of the most difficult problems that faces this country.

He reviews the public social services historically in Part I of his new booklet, tracing the steady increase in their scope since the war, and the vastly increased national expenditure both in total and per individual. He traces the effect upon industry of the administrators' tendency to subsidise social services with dangerous disregard to financial resources and admits that there is a need for a curb upon extravagance. He enquires into the effect upon Old Age Pensions of the rise in the average age, due to decrease in the birth rate. He points out that although the administration could be co-ordinated under one central authority, it is far more vital that health insurance should be associated with other health measures, and unemployment insurance with measures for employment than that the two should be tied together just because they are insurance, and "social."

Part II of the paper is a detailed investigation of the various services classed as "maintenance services" in which are included Unemployment, National Health Insurance, Contributory Pensions, Public Assistance, Old Age Pensions, etc.

The report is issued at 1s. 6d. by the Royal Statistical Society.

EXTRACTS FROM A SELECTED LIST OF FILMS *Dealing with*

Public Administration and Sociological Problems

prepared by FILM CENTRE

From "Children at School"

From "Chapter and Verse"

From "Central Telegraph Office" G.P.O.

DURING the past five or six years, many films have been made of the public and social services. Believing that such films are of important value to local Government Officers for their instruction and in the promotion of their work, Film Centre Limited, at the request of Nalgo, has compiled a list of the most significant subjects, extracts from which are given on this and the next page.

The history of the use of films to enlighten the public about the various services has shown that the greatest virtue of film is that it can show the life of a subject, while other less dramatic presentations must content themselves with the facts and organisation. Many subjects normally treated academically are given a new appeal when treated in film, and many subjects can, for the first time, be adequately represented. The difficulties of presenting Local Government problems or information in statistical fashion are too well known to need elaboration; statistics more than often prevent rather than promote intelligent understanding in the student or the public. The film, through its appeal to the imagination, can present a fuller picture of the life of an organisation. It can report, explain, and illustrate. It can enlist the help of moving diagram and it can bring the expert to the audience. It can explain a theory and show the effect of its practice. It can interview the local government official and also the ratepayer.

Many of the films in this list deal with National Public Services. They show the organisation, but they also show the penetration of the official body into the national and civic life of the people. Some of them move in closer to the civic life, for example "To-day and To-morrow," and show the effect of new organisation and planning on smaller communities. There are records of complicated organisation such as that of the Post Office Savings Bank and descriptions of the different standards of living conditions throughout the country as in the "Nutrition" film and "Housing Problems." Some describe constructive public work as in "Kensal House," and some point to work to be done such as "Children At School."

A number of the films will be best used as material for discussion at local group meetings and others are suitable for showing to the public. A study of the short synopsis of each film will reveal its emphasis and its suitability for special purposes.

In view of the increasing interest in Physical Fitness there has been included a list of films dealing with techniques for the teaching of physical education. This series of films will be of most service if used in the training of teachers and group leaders. This section has been printed under a separate note as these films are less likely to be suitable for general exhibition.

It is proposed to supplement this list from time to time as new films are produced.

Application for the loan of films should, in the first place, be made to N.A.L.G.O. It is possible in some cases to arrange for displays to be given without cost to the local organisation. Many of the films can be borrowed gratis for use on local projectors. Information as to the "running time" of the films and the sizes in which copies are obtainable can be supplied by Headquarters.

A library fee is payable on all films marked with an asterisk.*

PUBLIC SERVICES

Weather Forecast (*G.P.O. Film*)
Post Office services in relation to the work of the Meteorological Office. The transmission of observations taken at many distant points to the forecaster and the circulation of the forecast to ships at sea, aeroplanes, and to the public.

Line to Tschierva Hut (*G.P.O. Film*)
The Tschierva Hut in the Roseg Valley (Engadin, Switzerland) has to be connected by telephone with the world below. The country is beautiful but "difficult." We go with workers up the valleys and see how difficulties are surmounted. Quaintly intimate pictures of the Swiss telephone workers in the beautiful natural settings of the alpine valleys.

Message From Geneva (*G.P.O. Film*)
The work of the League of Nations would be impossible without a modern communication service. Around the central theme of communication, the film builds an account of the nature and importance of the work of the League.

The League At Work (*League of Nations Union*)
A record of the work of the Secretariat of the League of Nations at Geneva.

Night Mail (*G.P.O. Film*)
The night journey of the special postal train from London to Glasgow. The postal organisation: sorting, picking up, and setting down mails from moving trains; a cross section of England and Scotland along the line of the train's progress.

Banking for Millions (*G.P.O. Film*)
A detailed record of the office management of the Post Office Savings Bank, showing methods and machinery.

Workers and Jobs (*Ministry of Labour*)
A record of the work and methods of the Ministry of Labour Employment Exchanges. Its contact with employers and the nature of its service.

Changes in the Franchise (*Gaumont-British*)
This film shows by a series of maps, diagrams, and statistical symbols the inequality of Parliamentary representation related to distribution of population before 1831, and the changes effected during the course of the nineteenth century until the present day.

INDUSTRIAL ORGANIZATION

How Gas Is Made (*Gas Industry*)
A record of the processes of work involved in the manufacture of gas.

Men Behind the Meters (*Gas Company*)
A documentary record of the work of the fitting and maintenance service of the gas industry. Nature of work, processes and skill demanded.

***The Face of Britain** (*Gaumont-British*)
A survey of the effect of industrial evolution in England upon the face of the country. The film is divided into four parts:
Part 1.—The Heritage of the Past shows the unspoilt beauty of the English countryside.
Part 2.—The Smoke Age illustrates the growth of industrial centres near the six great coalfields, and the appearance of pitheads, foundries, slag heaps, and the confusion of slums.
Part 3.—The New Power shows the electrical power schemes in the Highlands of Scotland.
Part 4.—The New Age suggests that with co-operative planning industry can be freed from its former restricted areas, and the country need no longer be clouded with smoke.

***Medieval Village** (*Gaumont-British*)
This film has been made to show a village in England where historical survivals still condition the life of the people. Workers in Laxton are shown in the same fields and under the same conditions as their predecessors.

***Water Power** (*Gaumont-British*)
This film illustrates modern methods of utilising water power to generate electricity. A typical power scheme in the Grampian Mountains is taken as an example, and is used to show the damming of a loch, the generating station, the distribution of the current, and its use in towns for domestic and commercial purposes. Animated diagrams explain the relation of the different parts of the scheme, the importance of the head of water, and the working of a hydraulic turbine.

***Chapter and Verse** (*National Book Council*)
The history of the written word from earliest times to the present day. Showing the modern mass manufacture of books.

EDUCATION AND SOCIAL SERVICES

Children at School (*Gas Industry*)
A review of the public education system of England. The new progressive elements as represented by the Dalton Plan, the Montessori theory, and the nursery school are described. The contact of the new curriculum and the old buildings is shown, and a plea made for more efficient schools for the teachers and children of England.

***Citizens of the Future** (*Gaumont-British*)
A survey of public education in this country at the present time, showing how the activities undertaken in various types of schools from the Infant and Junior Schools to the Senior, Central and Secondary Schools, Art Schools and Technical Colleges are fitting children to employ their leisure time in useful occupations, and preparing them to take their proper place in the world demanding high standards.

From "Work Waits for You"

From "To-day and To-morrow"

To-day and To-morrow (*National Council of Social Service*)
The Community Centres promoted by the National Council for Social Service in villages and towns; the Youth Movements and Land Settlements schemes; and a full account of the work of social service carried out by the Council.

Here is the Land (*Land Settlement Association*)
Describes the Land Settlement Association's scheme for transferring unemployed men and their families from the distressed areas to small holdings in the Midlands and the South.

The Road to Work (*Ministry of Labour*)
The Ministry of Labour's instruction scheme for training men who have been brought up to a trade, now obsolete or overcrowded, in a new trade for which there is a demand.

Work Waits for You (*Ministry of Labour*)
Describes the Ministry of Labour scheme to transfer boys and youths from distressed areas to new areas where they are needed. The apprentice scheme and training centres in connection with the transfer are explained.

HOUSING AND HEALTH

The Nutrition Film (*Gas Industry*)
A survey of the elements of the problem of nutrition in Great Britain. Dr. Julian Huxley is commentator. The discoveries of Sir John Orr and Sir Gowland Hopkins are interpreted. There is a series of interviews with housewives. The problem of undernourishment is estimated.

Housing Problems (*Gas Industry*)
A survey of the Housing Problem in Great Britain. Slum conditions are shown and the inhabitants of condemned houses interviewed. The work of a Borough Council in its slum clearance programme is described, and the transfer of householders to new flats is shown. Residents are interviewed in their new homes. The need for similar planning on a larger scale is emphasised.

Kensal House (*Gas Industry*)
A record of a model housing estate and the transfer of a whole community into a new block of flats. Interviews with the residents, the architects, and the promoters of the scheme, describing a nursery school experiment for children of the residents and incidental welfare work.

(*Continued on page* 342).

The Diploma in Public Administration

By Mr. Fred Signey, B.Sc., Newcastle-on-Tyne

IT was one of the important recommendations of the Hadow Committee on the Qualifications, Recruitment, Training and Promotion of Local Government Officers that "University graduates should be systematically recruited by the larger local authorities."

The National Executive Council does not oppose the principle of this recommendation, but asserts that Local Authorities and Universities should provide ambitious officers, who are already in the service, with adequate facilities to obtain some form of university training. At the present time a local government officer can qualify at a university in two ways: by obtaining a diploma in public administration, or by graduating externally in the faculty which is most suited to the position he occupies, or hopes to occupy. The purpose of this article is to consider only the Diploma in Public Administration.

N.A.L.G.O. realises the importance of this diploma to the local government officer—as a means of competing on equal terms with future entrants to the service direct from universities, and as a means of raising the status of local government work in the estimation of the general public.

Its Value

To-day, Local Government is specialised work and there is a tendency for an officer, engaged solely in one department of the corporation, and concerned with only one branch of its work, to become "departmentally" minded, thereby losing that broadminded outlook on Local Government, which is essentially part of the equipment of the complete administrator. The diploma course in Public Administration can do much to dispel this departmental attitude, treating the subject of Local Government both on a broad basis, and from a somewhat academic viewpoint.

Universities and Methods of Study

Last year, the following British Universities had established courses of study in Public Administration—Bristol, Durham Leeds, Liverpool, London, Oxford, Manchester, Sheffield and Glasgow.

There are two methods a student can adopt in the preparation for the examination, he can become a "resident," i.e. he can enrol at one of the above universities for a series of lectures, usually spread over a period of three years, as a day student, or as a part-time evening student. The university he attends is the examining body, and makes the award of the diploma. On the other hand he can qualify for the external diploma of London University by attending special lectures provided by his local authority for higher education or by studying at home with the guidance of a good correspondence college. In this connection the N.A.L.G.O. Correspondence Institute has arranged a course to cover the syllabus of the London University Diploma examination, which is conducted by a staff of well qualified tutors with a great deal of experience in the coaching of students for university examinations.

Preliminary Qualifications

The university authorities require a certain level of general academic attainment from students of their diploma course, but this will not prove an obstacle to the majority of young local government officers. Until quite recently, London University demanded from candidates for their external diploma, a minimum preliminary qualification of a matriculation, but they are now prepared to admit students as candidates for a diploma (issued under the auspices of the London University Extension and Tutorial Classes Council) on the submission of evidence of a general education in the normal subjects taught in schools. It is of the utmost importance for students of the External Diploma to obtain a written acknowledgment of their preliminary qualifications *before* proceeding to read for the course.

The Syllabus

Briefly, while there are differences in the scheme and the scope of the various examinations, the courses at all the universities are concerned with the same field of study, and present many common features. Local and Central Government, Economics, Social and Political Theory, are the *essential* subjects usually, and the student is required to select other branches of study from such subjects as Constitutional, Economic and Social History, Statistics, History and Growth of Local Government, Social Administration, etc.

The External Diploma v. the Internal Diploma

A prospective student should always give first consideration to the Internal Diploma. This enables him to make direct contact with the teaching of a university which is also the examining body, and he will be qualified to proceed to the examinations with considerable confidence, if he knows in his own mind that he has followed with diligence the course of study imposed by the university. It is not always possible for an officer to attend a university in the evenings—to undertake a course requiring his regular attendance at lectures throughout the winter. In these circumstances a prospective student must consider the External Diploma of London University for which he can prepare in one of two ways. He may enrol in appropriate classes provided by the local education authority. If these are not in existence he may co-operate with his colleagues who also wish to study Public Administration, his educational correspondent and the district committee of N.A.L.G.O. with a view to the promotion of suitable classes. On the other hand study at home is practicable by making use of a correspondence course, In the case of the Diploma Course, studying by means of correspondence should normally be in the nature of "Hobson's Choice," although this method of approach has certain advantages. A student is able to study in the comfort of his own home at times to suit his own convenience. His rate of progress is governed by his own capabilities, and he avoids wasting time in travelling.

The Local Authority — and the — LOCAL ARTIST

At the Forty-second Annual Meeting of the Union of Educational Institutions, Sir William Rothenstein, D.Litt., M.A., A.R.C.A., was installed as President and made an earnest appeal in his address for the local artist and architect.

SIR WILLIAM ROTHENSTEIN said that to his mind the encouragement of the living Arts throughout the country was a very difficult aspect of Art education mainly because artists and craftsmen to-day were working for those who had no very clear-cut idea of what they wanted. In the past the Church and the State were the only employers of the artists and good work consequently resulted because the artist knew what was expected of him. Working for these two masters the craftsmen had created in every church — all over the country— physical images of their gods and great religious figures which were the imaginative conceptions of creative people. Now all our creative geniuses were drawn to London away from the provinces.

The cover of a handbook issued by the Derby Education Committee, entitled "Education Week."

Sir William explained that the gathering of all the country's talent at the Metropolis was absolutely detrimental to the full life of the country. Even in Birmingham where one of the great English artists, Edward Burne Jones, was born, there was little outside the museum to show his work. This was not the case in other countries. In Florence where Michael Angelo was born, evidence of his life and work was seen on every hand. In England, although we had provincial Art Schools in every town and Boards of Education which provided scholarships for gifted students we frequently found that when the students left the Art schools they were practically thrown on to the streets.

It was, indeed, deplorable that in nearly every centre, if an important building was to be put up, the work generally went to one of the great London architects, who designed a building far from local traditions. A great city or even a small city, should see to it that some of the needs of the community were catered for by those whom it had educated with that end in view.

People should get the idea out of their heads that only certain artists whose work and style appeared to be in vogue should paint their portraits, should build, furnish, and decorate their buildings, but Sir William believed rather in encouraging the local talent to develop along its own particular inclination, and not just blindly to follow the fashion. One of the great disappointments of his life was when he was at the College of Arts and found students coming from provincial centres with an enchanting and naive quality in their work quickly losing it all when they got into touch with Art magazines or saw the illustrations of the latest Parisian artists.

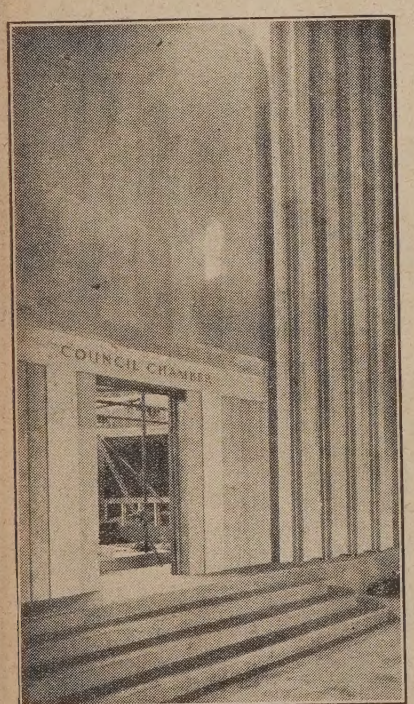
Again, many keen young people who wanted to give their services wholeheartedly, unfortunately found some post in which they were paid very little and were never likely to be consulted on local matters.

How Could Local Talent Be Used?

Sir William thought a good beginning could be made in a village. A village hall could be made from village labour decorated by local students, in pictures designed to show the people how amusing their own lives were—pictures that showed the local ploughmen, dairy girls, squire and parson, the cottages, the orchard, the carts and the horses that they all knew well.

It should be the business of local artists to show the beauty, the character of the local scene, and what was significant in local life and history.

We should try to get our local authorities to see that if they educated young talented people, their chief business was not to get them all to London to be patted on the back if they made good, but to give them work to do.



The magnificent entrance to the Council Chamber of Dagenham's new civic centre, taken before completion

Difference of Opinion at the Trades Union Congress

on the subject of

"A NATIONAL ADVISORY COMMITTEE ON THE LOCAL GOVERNMENT SERVICE"

SOME very harsh things were said about N.A.L.G.O. at the Trades Union Congress, as we see from a copy of their 69th Annual Report.

Mr. B. Roberts, representative of the National Union of Public Employees, considered that to establish the machinery of a National Advisory Committee on the local government service and to invite an organization of the character of the National Association of Local Government Officers to be represented on that Committee was fraught with great danger and deserved to be condemned. In no obsequious terms, Mr. Roberts continued to expound his theory why N.A.L.G.O. should not figure in the National Advisory Committee.

He moved the reference back of paragraph 20 of the Report which stated that the General Council of the T.U.C. had approved the formation of a National Advisory Committee, the purpose of which was to consider legislative and other matters concerning the local government service, and which was to include (and here was the objection) representatives from N.A.L.G.O.

Continuing, Mr. Roberts said " delegates are entitled to know something about this so-called Officers' Association (referring to N.A.L.G.O.) before this unholy wedlock is endorsed."

It is, however, to the credit of the Trades Union Congress that this opinion was opposed. A more level-headed attitude was manifested by Mr. H. B. Clay, representative of the Transport and General Workers' Union, who pointed out that local Labour Councils or Local Councils with Labour in control had got to deal with N.A.L.G.O. as a body representing the overwhelming preponderance of the staff side of local government service. That being so, he felt it was a wise policy to follow the line of the Report of the General Council. Mr. Clay concluded his remarks by adding that during the whole five years during which N.A.L.G.O. co-operated with the Trades Union Congress on the matter of superannuation and then on air raid precautions, they could not have met with any more loyal colleagues than the people they did meet at that time, and he wished that the standards that were then laid down and the standards then observed were always observed in similar circumstances in their own Movement.

* * *

SIR WALTER CITRINE, General Secretary to the Congress, also opposed the reference back, and elaborating upon the inconsistency of Mr. Roberts' position, said : " Mr. Roberts told our Council on more than one occasion that *his* organization would not oppose collaboration with N.A.L.G.O. on *specific* subjects, and you have heard from Mr. Clay how, on occasion, that collaboration has taken place. The items are two, the Superannuation Bill on the one side, and air raid protection on the other. What is the difference in principle ? If the Trades Union Congress collaborates with N.A.L.G.O. on specific questions, what is the difference in that collaboration taking a more continuous form ? There is no difference in principle at all. If Mr. Roberts is afraid N.A.L.G.O will use (what he claims to be) recognition by the T.U.C. to the detriment of Unions associated in our Congress, surely that argument can now be used by N.A.L.G.O. who can say : ' We are already collaborating with the T.U.C. on two specific issues.' In point of fact there is no difference. The people who are consistent in this matter are the General Council. If Mr. Roberts' reasoning is correct he should decline, through his Association, to have any collaboration of any kind with this organization. What are the realities of the situation ? I think Mr. Clay outlined them very succinctly to you. Last year I told you we were asked to ban this organization which then had 86,000 members—now its membership is considerably greater—and I said our Council had come to the conclusion we would not get rid of the organization by banning it : that the organization was widely recognised in the local government service. It had established machinery with most municipal bodies, including many bodies controlled by Labour majorities. I told you that last year. I told you also that they sat on Industrial Councils together with other organizations—certain of our Unions in Congress at least—and consequently there cannot be any real fear that in some way we are departing from the principles that the Movement has laid down. Really I could retort in kind to some of the points put, were it felt to be of advantage. I could allude to Unions, for example, who have made exactly a similar charge against the Union Mr. Roberts represents of taking members at what they regard as cheap rates and cut prices. (Interruption.) I guessed that would evoke a retort from Mr. Roberts, but I think the fact will be amply borne in mind by Unions in the building trades who have been in communication with us. Let us examine the third point Mr. Roberts put up. He gave the impression that if we collaborated with this organization the effect would be that it would make it hard for our Unions to acquire membership and prestige. I invite your attention to the statistical statement. We have had discussions with N.A.L.G.O. and a measure of collaboration for something like 15 months. . . . Up to now it has not had the bad results feared, and I am quite confident the policy the Council has embarked upon, when you look back upon it, will not be found to have had any ill results for any of our Unions. I ask you to reject the reference back."

The reference back was put to Congress and declared lost.

WINTER in SWITZERLAND

with N.A.L.G.O.

As a result of the immense success of the facilities for summer holidays in Switzerland arranged by N.A.L.G.O., and in response to many requests from members for the provision of a winter sports programme on similar lines, a schedule of selected hotels has been arranged, which is shown on this page. Before any comparison of prices is made it should be noted that the hotels selected by N.A.L.G.O. are all of a high class, but are not the *most* expensive. The Association has been careful to choose only good-class hotels, so that there need be no hesitation whatever in singling out any one of those shown. In making the selection, the comfort of visitors has been the Association's first consideration. This applies equally to the actual travelling arrangements which, it will be observed, include third-class travel from London to Dover, first-class accommodation on channel steamers, and second-class travel on the Continent.

It is intended that a N.A.L.G.O. official whose experience proved to be of great assistance to members of the summer travel parties, shall accompany all N.A.L.G.O. travellers this winter to provide advice and assistance throughout the most tedious part of the journey, and to give to N.A.L.G.O. parties that personal attention which has been so much appreciated in the past. The Association feels that in placing the services of their representative at the disposal of members, it provides a personal service, which could hardly be afforded by large tourist companies.

For the benefit of those who may wish to visit Switzerland for winter sports this season for the first time, the Sporthotel at Stoos is especially recommended. Here are ski slopes ideal for the beginner and yet there are more arduous runs for the expert. The hotelier has promised to give special attention to N.A.L.G.O. guests.

There is every indication that this is going to be a record year for winter sports. Therefore please write early for brochure and application form to:

N.A.L.G.O. Special Activities Dept., 24, Abingdon St., Westminster, S.W.1.

The rates mentioned below are inclusive of the following items which are arranged in numerical form for the sake of clarity.

1. **RETURN RAIL TICKET** from London-Dover 3rd CLASS with 1st CLASS CHANNEL STEAMER and 2nd CLASS CONTINENT.
2. **RESERVED ACCOMMODATION** on both Outward and Return Journey on Special Trains, or Reserved Coaches.
3. **DINNER** on Outward Journey.
4. **BREAKFAST** on Outward Journey.
5. **SERVICES** of SWISS HOTEL PLAN COURIERS on Special Trains and **N.A.L.G.O. OFFICIAL.**
6. **SERVICES** of SWISS HOTEL PLAN REPRESENTATIVES at main centres, (London, Victoria Station, Ostend, Brussels, Basle, Lucerne, Interlaken, Coire, Montreux).
7. **TRANSPORT** of **PASSENGERS' BAGGAGE** from outside Swiss Terminal Station to Hotel and vice versa.
8. **ACCOMMODATION** at excellent Hotels with pension for 6 Full Days (3 meals daily).
9. **EXTRA LUNCH** on DAY OF ARRIVAL and EXTRA DINNER on DAY of DEPARTURE.
10. **TIPS** to HOTEL SERVANTS and TAXES (Kurtax, Sportstax and Orchestra Tax).
11. **HEATING.**
12. **ONE DAILY BATH** at HOTEL (reduction of 6s. if not required).
13. **DAILY AFTERNOON TEA** (reduction of 6s. if not required).
14. **EVENING ENTERTAINMENTS** at various Hotels.
15. **SKI-ING LESSONS** in accordance with the Swiss Ski-School system.
16. **FREE SKATING** at certain centres.
17. **SEASON TICKET** for an unlimited number of journeys on Mountain Railways and Aerial Railways in various centres as specified in programme.
18. **BAGGAGE INSURANCE** for £50.
19. **PERSONAL ACCIDENT INSURANCE** up to £500 (between the ages of 18 and 60), excluding Winter Sports accidents. (Reduction of 5s. if items 18 and 19 not required).
20. **MAP** of Switzerland.

CENTRE	HOTEL	BEDS	RATES 9 Days			7 Days Extension		
			£	s.	d.	£	s.	d.
Adelboden, Bernese Oberland	—Châlet Grand Hotel	50	12	7	0	6	3	0
	—Grand Hotel	200	13	13	6	7	13	6
Arosa, Grisons	—Hotel Rothorn	100	12	14	6	6	7	0
	—Hotel Bruggli	35	12	18	0	6	11	0
	—Hotel Alpina	30	12	18	0	6	11	0
	—Pension Hold	40	12	18	0	6	11	0
	—Hotel Juventas	56	13	8	0	7	2	0
	—Hotel Park (special diets available)	80	13	14	6	7	10	0
	—Hotel Rhatia	90	14	1	0	7	17	6
	—Hotel Eden	80	13	18	0	7	13	6
Churwalden, Grisons	—Pension des Alpes	25	10	16	0	4	12	6
	—Sporthotel Krone	100	11	16	6	5	10	6
Davis-Dorf Grisons	—Hotel Bellavista	62	13	2	6	6	4	0
	—Hotel Frei	50	13	5	0	6	7	0
	—Hotel Montana	60	14	5	6	7	10	0
Engelberg, Central Switzerland	—Hotel Edelweiss	100	12	2	0	6	6	0
	—Hotel Hess	150	12	2	0	6	6	0
	—Hotel Schontal	100	12	2	0	6	6	0
	—Hotel Bellevue-Terminus	150	12	13	0	6	18	6
	—Hotel Regina-Titlis	168	12	13	0	6	18	6
	—Hotel Terrace-Palace	180	13	1	6	7	8	0
Kandersteg, Bernese Oberland	—Hotel Bellevue	60	12	0	6	6	3	0
	—Hotel Belvedere	110	12	0	6	6	3	0
Montana, Valais Alps	—Hotel St. George	25	12	18	6	6	7	0
	—Hotel Bellevue	60	12	19	6	6	7	6
Stoos, Central Switzerland	—* Sporthotel, Stoos	100	11	12	0	5	15	6

* Specially recommended for N.A.L.G.O. members and beginners.

PROBLEMS OF TOWN AND COUNTRY PLANNING

THE purpose of Sir Gwilym's book is to examine some of the principal problems of town and country planning.

The author defines planning as "that which should secure the development of land, which is likely to be best for the general good."

"Evidence is abundant of the losses and ills resulting from want of town planning in the past. Many of the faults deplored to-day would have been greatly reduced had planning been practised even with moderate intelligence without any special gifts of prophecy to foresee the unsuspected developments in the womb of time. The belated extension of planning powers to the already developed areas of towns confronts planners with problems of exceptional difficulty, such as 'how to bring our towns into line with modern requirements and to provide them with the needed modern equipment of general layout.'

"It is futile to hang on to old practices and traditions when the need for them has disappeared only to see them overwhelmed by the tide of new conditions. This may well happen to the private ownership of land unless it be adapted to modern needs. One adaption advocated by the author is the pooling of the ownership of land, on the grounds that it is the only way in many places by which the institution of private property can be brought into line with modern needs. It will, however, be difficult; for to redevelop a town while still retaining present individual ownerships is like trying to build a house from separately-owned parcels of bricks and timber and fitments, with each owner having a large say where and when his particular parcel shall be used in the building.

"Business," says Sir Gwilym, "is the kernel of planning. Planning is a matter of life before a matter of life's amenities. A community must live before it can live well. In order to live well it should do all that is possible through planning to help the prosperity of its means of livelihood and its business. Better shopping centres are required away from busy thoroughfares."

On the subject of national planning the author asserts that it is too apt to become rigid and inflexible, not easily adjustable to changing industrial conditions. This difficulty is overcome by the adoption of *regional* planning. Were we starting afresh there is much to be said for making regional bodies the primary planning authorities.

In pointing out some of the errors into which lack of planning has led us, Sir Gwilym recalls the experience of a friend, himself an ardent gardener, who came across a man working on one of the finest allotments he had ever seen and, accepting an invitation to accompany him home for tea, was amazed to find a "garden" of bare, hard-trodden ground. His friend expressed surprise and was answered by a question—Have you got any kids? (As it happened, he had not!). This experience suggests that it would probably have been better if there had been more close building of houses with less open turf to individual houses and more land devoted to general open space and allotments. A far more farcical situation is created by the fact that many persons living in one district may travel, with great waste of time and at much expense, from that district to work in another, while many others living in the latter travel to work in the former.

"The cause of the Garden City has been fervently advocated, it appeals strongly to the public fancy—and yet the direct achievements are small. The crucial issue for the Garden City is the attraction of industries. If they could be drawn in sufficient number the way would be fairly clear.

"The planner is expected to be a Jack-of-all-trades, to be an expert on the location of factories, shops and residences, on transport, on amenities, and to some extent on engineering and public sanitary services. Far more thorough investigations should therefore be made into the educational trends of the planner and schemer."

He pointed out that quality in planning must not be sacrificed to costly haste, but on the other hand that quality and haste were by no means incompatible.

What was required in the sphere of town and country planning more than anything else was the will and effort to overcome difficulties. The rest would follow.

TOWN and COUNTY HALL SERIES

"Problems of Town and Country Planning"

By

Sir Gwilym Gibbon, C.B., C.B.E., D.Sc.

is the second book in the Town and County Hall Series. This Series has a strong element of Local Government interest. Sir Gwilym has been concerned with planning from its early days and has had much to do with its development. In this book he considers the problem not academically but with sharp knowledge from years of experience of the practical difficulties.

The first book in the Series, "The Ratepayer's Money," by Arthur Collins, is already published at 5s., and there are still to come "On the Local Government Officer" by L. Hill, "Municipal Trading" by Dr. Herman Finer and "The Government and Misgovernment of London," by Dr. W. A. Robson.

The General Secretary's Visit to Mold

THE Flintshire Branch of N.A.L.G.O. held a well attended meeting recently at Mold, which was addressed by Mr. L. Hill, C.B.E., M.A., the general secretary.

Mr. R. G. Whitley, County Surveyor, president of the Branch, stated that it was a privilege to receive a visit from the general secretary, and thought that not only did this evidence a special interest in the difficulties with which the branch was at that time confronted, but was intended to encourage the branch in the work ahead.

The Perfect Local Government Officer

With his customary visionary tendency, the General Secretary projected the imagination of his audience into the future, and discovered for them the local government officer as he should be, free from personal bias, impervious to corrupting influences, deeming paramount the interests of the Council and the public. If a chief officer, he should be actively anxious to train his staff in the highest traditions of the service, and full of encouragement in efforts for self-improvement: if a junior clerk—loyal to his council and strenuous in endeavour to qualify and equip himself for service in the highest posts to the advantage of his fellow-men.

Mr. Hill then dealt with the educational activities of the N.A.L.G.O. The establishment of education committees, now almost completely covering the country, grants to universities, the provision of lending libraries, scholarships and loans for educational purposes to enable studies to be pursued or articles to be obtained, and the institution of an examination board specifically designed to enable the local government officer to be trained in every phase of the law practice and procedure in local government. Superannuation had now become general through the continued efforts of the Association for over 32 years and many Councils who had refused to adopt the Scheme in the past and thereby deprived themselves of the services of the most efficient officers who were unwilling to go to non-superannuated posts, would now be helped despite themselves. No council could now keep on its temporary staff, employees after two years' service; many officers, therefore, who occupied "temporary permanent" positions would receive the benefit of superannuation—and unless they were admitted to the scheme before the operation of the Compulsory Act, the councils would have to pay a six per cent. contribution instead of five per cent.

Mr. Hill spoke of the assistance given through the Benevolent and Orphan Fund to widows and children of deceased officers in poor circumstances and to members who were in ill health. He then dilated upon other prominent activities of the Association.

County Branch Progress

Mr. W. Leslie Dacey, LL.B., Deputy Clerk to the County Council, said, that in Flintshire Branch, he could offer his thanks in concrete form and could present to Mr. Hill, a branch whose membership had increased nearly 150 per cent. in twelve months; which had achieved and passed a century of members for the first time in its history; a branch which had awakened anew to opportunities of social intercourse, had instituted a most successful annual dance, inaugurated a new feature in an autumn programme in one month's time, established a dramatic society, had become a member of the Cheshire and North Wales Area Education Committee, and had been chosen as a lecture centre. These activities and their extension he felt were the thanks that Mr. Hill would appreciate.

Scottish Notes

THESE Notes are being written on the eve of the Branch Annual Meetings, to be precise on November 15. Branch officials, therefore, will understand why there is no report of their Annual Meetings in this number of the Journal. The reports will appear in the January issue. Meantime, it may be stated that the Annual Reports of Branches received to date are all of an encouraging nature. They show increases in membership, improved service conditions, particularly with regard to superannuation rights, and that advantage is being taken of our Subsidiary Societies to an ever increasing extent. Exact membership figures are not yet to hand, but I think we can safely predict an increase in membership of close on 300. In the past ten years our membership has more than doubled and the steady increase year by year is very gratifying to all concerned.

New Branch for Shetland

WE have now established a Branch in our farthest outpost. On October 14 a meeting was held in Lerwick, Shetland, at which there were about 30 officials present, Mr. John N. Sinclair, County Clerk, presided, and Mr. Mortimer addressed the meeting on the work of the Association and afterwards answered a number of questions. It was agreed to form a Branch of the Association for the County, and a Committee was appointed to draft a Constitution. Mr. R. B Carnegie, County Road Surveyor, was appointed Interim-Secretary.

Salaries—Grouping of Local Authorities

THE Executive of the Scottish District Committee has had under consideration the replies received from Branches to the Questionnaire on service conditions. The Executive was requested by Headquarters, as a matter of urgency, to survey the position in Scotland in the light of these replies, to group classes of Authorities and to say what they thought would be a reasonable salary at age 27 for each group of Authorities to pay. After lengthy discussion it was decided to suggest three groups of Local Authorities in Scotland. The first group would consist of the County of Lanark and the four large cities. The second group would consist of (a) Industrial Counties or Semi-Industrial Counties, other than Lanarkshire, viz., Aberdeen, Ayr, Dumbarton, Fife, Midlothian, Renfrew, Stirling and West Lothian; and (b) the large Burghs. The third group would consist of Agricultural Counties other than those above mentioned, small Burghs and other Authorities, and suitable salary figures have been suggested for each group. The aim of Headquarters is to obtain national standards on a regional basis. In Scotland at the present moment it is remarkable how the salary for a particular post varies from town to town and county to county. Where the work and responsibility is the same, there seems no good reason why the same salary should not be paid. In certain districts there may be a slight variation as between other districts in the cost of living but such variations can only account for a small percentage of difference of salary.

Organization of Nurses

ANOTHER matter which the N.E.C. asked our Scottish Executive to consider was that of the organization of Nurses, in Local Government Institutions. We have always had a number of the higher ranks of Nursing Staffs in membership, but hitherto no special effort has been made throughout the country to bring before the Nurses the advantages of membership. The Executive decided that this should now be done and a special circular has now been prepared for distribution to Nurses through Branches.

Superannuation

DURING the month several County Councils have taken preliminary steps to adopt Schemes under the Superannuation Act of 1922. The Finance Committee of Fife County Council have, we believe, unanimously recommended the adoption of a Scheme. A Committee of Argyll County Council has had an actuarial report under consideration, with a view to the adoption of a Scheme. Caithness County Council has instructed an actuarial report to be made. Schemes for Wigtownshire and Kirkcudbrightshire are also on the way and both these Councils are having actuarial reports prepared. The proposed Scheme for Bute has been long delayed but we understand that definite steps will be taken shortly for the adoption of a Scheme. Hamilton Town Council is also having an actuarial report prepared. It is evident that Councils now see the wisdom of adopting Schemes voluntarily.

Aberdeen Branch

MR. MORTIMER interviewed the Salaries & Wages Committee of the Corporation on October 12 regarding the salaries and status of the Gas Inspectors, and the Council have now decided that the salaries of these men be increased by 2s. per week. The question of their status will be discussed by the Whitley Council.

Meetings

THE Ayrshire Executive had a meeting on October 29, when the chief business under discussion was the proposed Salary Scales. Mr. Mortimer explained the position to date and submitted the correspondence he had had on the subject with the County Clerk. His actions received approval. Dumbarton Branch held a meeting of the staffs in the Dumbarton area, over which Mr. Robert Urquhart presided. He explained the recent activities of the Branch Executive and the proposals they had before them. Mr. Mortimer also addressed the meeting and answered a number of questions. Several new members were enrolled.

Dundee Branch Executive has had the question of salaries under consideration following a remit from a special meeting of the Branch. We understand that the Executive have decided to bring definite proposals before the Annual Meeting before lodging an application to the Town Council.

Meetings have also taken place with the Transport Department, both in Aberdeen and Edinburgh. In Aberdeen there was also a meeting of a Sub-Committee which is making a recommendation to the Executive regarding a salaries application to the Town Council.

Legal Assistance

FOUR requests for legal assistance have recently come before Branches and in connection with these correspondence and interviews have taken place. As the cases are still pending, however, we are not yet in a position to give details regarding them.

His Grace the Duke of Buccleuch and Queensberry, G.C.V.O.

Border Branch Dinner

THE most outstanding social function yet promoted by the **Scottish Eastern Border Counties** Branch was the Annual Dinner in the Cross Keys Hotel, Kelso, on November 5, 1937. The branch was honoured by having as guests His Grace The Duke of Buccleuch and Queensberry, G.C.V.O., Convener of Roxburgh County Council, Mr. W. W. Armitage and Lord William Scott, M.P.

Proposing the toast of "The Local Government Service" The Duke of Buccleuch said that there had been remarkable changes in local government arising from public demand and the result of the general progress. The service had expanded with great rapidity, bringing with it a great increase of work, duties and responsibilites.

Parliament passed laws and made social reforms, but Local Authorities and the officers had to carry them out. That was a difficult thing to do, and required great tact and common sense. He thought the importance of securing the goodwill and co-operation of the people was most essential.

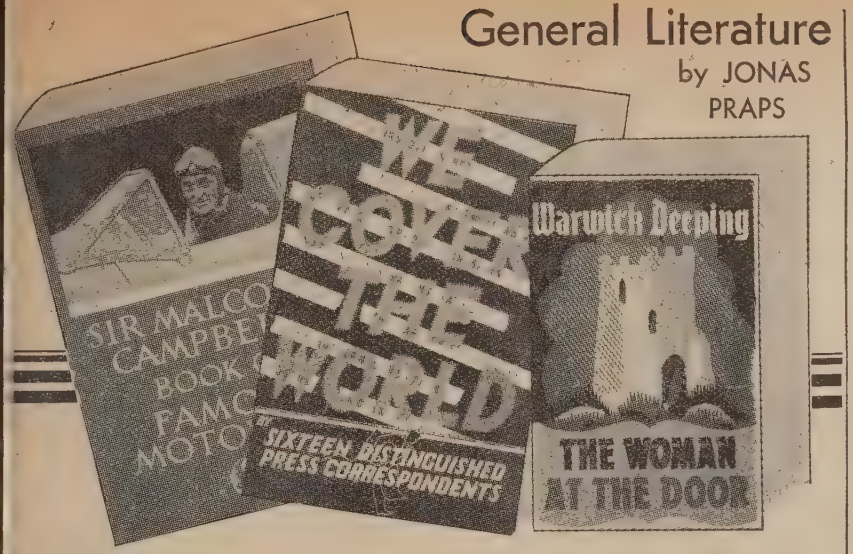
Referring to the extensive part to which Parliament relied on Local Authorities administering the statutes His Grace remarked that people might be roused and heated by national questions or disturbed by international problems, but it was the Local Government service which had the most direct and vital influence upon every phase of the life of the individual.

Mr. Armitage, who responded, was received in a manner which betokened the great pleasure which his visit had given to the members. Mr. Armitage remarked that, irrespective of their political leanings, the only thing that remained for men who entered the Service was that they should render the best service they could. The Local Government Officer of the future would be the man who was highly trained as an administrator in whatever duty he had to do. Young men entering the service should have the opportunity of educating themselves so that when the time came they might rise to more important posts in the service.

A most notable and enjoyable feature of the evening was the appearance of Jan Van der Gucht, the celebrated London tenor.

General Literature

by JONAS PRAPS



Travel Experiences

A BOOK full of interest from cover to cover relating the experiences of sixteen different Foreign Correspondents in various parts of the world. It is edited by Eugene Lyons and is entitled "**We Cover the World**" (Harrap, 12s. 6d.). It seems almost invidious to make any selection—all are good in this record of "Scoop-hunting round the world," but I place well in the forefront Mary Knight's chapter entitled "A girl reporter in Paris." Others deal with phases of the Spanish War, Abyssinia, etc. The "Indian Hate Lyric" chapter by Negley Farson is excellent.—Road engineering in England, even such as the new way over Honister Pass, must appear child's play to a man like A. M. Hamilton. The construction of a road designed to give Persia a new outlet to the Mediterranean is an entirely different proposition. "**The Road to Kurdistan**" (Faber, 12s. 6d.) tells the story of this New Zealander's great feat, extending over a period of five years. He was the only white man, his engineering material not particularly modern, his human material entirely untrained. The engineering difficulties were enormous. Add to this the state of ferment usually obtaining in the area—Arabs and Kurds always flying at one another's throats—and you have some idea of what Mr. Hamilton had to face. The illustrations are very delightful.—Possibly Carl Crow's "**400 Million Customers**" (Hamish Hamilton, 10s. 6d.) will enable one to understand the complex Chinese mind, particularly in business transactions, better than any other book. He is an American advertising and merchandising agent with twenty-five years' experience of Eastern ways. It is of the chatty type but entertainingly written and full of humour. Entirely different characters are portrayed in "**Up Fell, Down Dale,**" by L. F. Fearer (Duckworth, 6s.). The book is not only descriptive of the country and places in the chief Yorkshire dales but of the many characters the author meets with in his tour.

War Records

Two books have recently been published relating to two expeditionary experiences in the Great War. "**The Legion of Marching Madmen,**" by W. J. Blackledge (S. Low, 12s. 6d.), and "**Ambush,**" by W. E. Wynn (Hutchinson, 10s. 6d.). The first-named recounts the almost unbelievable sufferings of the twelve thousand men who surrendered to the Turks during the Tigris Expedition under General Townshend. It is a terrible picture of the hardships of these prisoners in their journeyings—seventy per cent failed to reach the journey's end.—The second is an account of the German East African campaign. As Staff Officer and one who took part in the actual fighting the author's strong criticisms of the methods adopted strike one as authoritative.

Sport

"**Sir Malcolm Campbell's Book of Famous Motorists**" (Blackie, 5s.) contains chapters concerning famous speed-merchants, hill-climbs and remarkable racing experiences. It has many thrills.

Earning a Living

There are many books on "Careers." Careers for men, women, and adolescents. How to become this or that, but "**Now Be Your Own Boss,**" by T. A. Lowe (Longmans, 7s. 6d.), is like none of them. It is to a large extent concerned with the occupations of retired men and women and records interviews with those who are making money in silver fox fur-farming, running a twopenny library on wheels, keeping a petrol station, and from mushrooms, milk, apples, jam, honey, etc. An entertaining as well as informative volume.

Fiction

I would place among the novels best worth reading—not necessarily in the order given—Nora K. Smith's "**A Stranger and a Sojourner**" (Hodder, 8s. 6d.). It is a £1,000 prize novel, the story relating the grim effect of life on a farm in the Derbyshire hills upon a young girl.—"**John Cornelius,**" by Hugh Walpole (8s. 6d.), portrays the difficulties of an idealist in his contact with the "realistic." The character of Cornelius is well drawn, but unless you care a great deal for Walpole you will find it hard reading.—A woman kills her drunken brute of a husband accidentally and is sheltered from the law by a man living in an old Surrey signalling tower. This story of romance is told by Warwick Deeping in "**The Woman at the Door**" (Cassell, 7s. 6d.).—Ellery Queen is usually clever in his detective stories and "**The Door Between**" (Gollancz, 7s. 6d.) is well up to his standard.

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Salaries and Service Conditions

Salaries

Derbyshire.—The County Council has adopted salary-scales for female clerks.

Hereford City.—On the application of the Divisional Secretary, the City Council has agreed to adopt a salary scale.

Maesteg.—The Urban District Council has adopted the N.A.L.G.O. scale of salaries to age 25, for their junior officers.

Magor and St. Mellons.—The Divisional Secretary met the Finance Committee on November 11 with reference to the adoption of a salary scale. The Committee decided to recommend the Council to adopt a scale.

Whitleyism

Lytham St. Annes

The remainder of appeals in respect of officers of the Highways, Gas and Health Departments of the Corporation for reconsideration of their grading under the Scheme suggested by the Lancashire and Cheshire Whitley Council have now been considered and the whole of the appeals have been acceded to. The amended scales are to apply as from April 1 last.

Royton

The Council at their last meeting decided to adopt the model grading scheme submitted by the Lancashire and Cheshire Whitley Council.

Superannuation

Mablethorpe.

THE Divisional Secretary met the Finance Committee on November 8, with a request that they should obtain the report of an Actuary with a view to adopting the 1922 Superannuation Act; and also that they would consider closing before 1 p.m. on Saturdays and granting time off to officers required to attend evening meetings of Committees. The Committee agreed to recommend the Council to obtain the report of an Actuary and also to close the offices at 12 noon on Saturdays. The question of time off for officers who attend evening meetings is to be considered.

Neath. The Divisional Secretary has submitted an application to the Neath Borough Council to adopt the Superannuation Act.

* * *

The following authorities have adopted schemes under the 1922 Act:

Swinton U.D.C., Jan. 1, 1938.

Kirkburton, U.D.C., Jan. 1, 1938.

Mirfield, U.D.C., April 1, 1938.

Swinton & Mexbrough Gas Board, April 1, 1938.

Colne & Holme Joint Isolation Hospital Committee, April 1, 1938.

Tees Port Sanitary Authority, December 14, 1937.

* * *

Stockton Town Council has authorized the Town Clerk and Borough Treasurer to take all necessary steps for the adoption of a superannuation scheme, the appointed day to be April 1, 1938.

Service Conditions

Gloucester County Branch

THE main improvement in service conditions during the year has been in connection with the lady members of the staff, the County Council having approved the proposals made by the Branch, as follows:

That as from October 1, 1937, the scale of salaries be from £60 rising by annual increments of £12 10s. to £160 per annum provided that:

(a) The County Council shall have the right to pay a commencing salary not exceeding £85 per annum if they are satisfied that this course is desirable, having regard to the experience, capabilities, etc., required of the person to be appointed;

(b) the commencing salary of any person appointed at the age of 16 or less shall not be more than £60 per annum and not more than £72 10s. per annum at 17 years of age.

That the above scale do apply to all typists, machine operators, library assistants and every other member of the female staff undertaking similar duties.

That in the event of any members of the staff being transferred from one department to another, such transfer shall not affect the normal operation of the scale increments.

That the female staff be allowed three weeks annual leave after fifteen years' service, as granted to the male staff.

Hull.—Recent appointments of Relieving Officers and Assistant Relieving Officers at Hull have caused a certain amount of anxiety, as officers holding the Relieving Officers' Certificate had been passed over in the selection of successful candidates. Accordingly a letter has been forwarded to the Committee expressing the Association's regret at the action taken, and suggesting that in future appointments, preference should be given to candidates holding recognised qualifications.

Glamorgan.—The County Council has agreed to the closing of the offices at 12.30 instead of 1 p.m. on Saturday.

West Riding.—Applications for the adoption of the West Riding Joint Council's Scales of Salaries have been forwarded to Keighley Corporation and Spenborough Urban District Council.

West Midlands Provincial Council

(Shropshire, Staffordshire, Warwickshire, Worcestershire and Herefordshire.)

A second Conference of Local Authorities to establish a Provincial Council was held in the Town Hall, Wolverhampton, recently, with His Worship the Mayor in the Chair. A statement was read to the meeting to the effect that 38 authorities were already prepared to co-operate and 7 other authorities were sending representatives to the meeting. It was pointed out that these authorities covered roughly 5,000 officers out of 7,000 in the area, excluding the City of Birmingham; 29 further authorities had not yet reached a decision but might be influenced by the actual establishment of such machinery.

After an interesting discussion a resolution was passed unanimously appointing a provisional committee of representatives of authorities in the area, who will consult with the staffs representatives and draw up a constitution dealing with functions, representation, etc., for presentation to the local authorities and to the Provincial Council, when established.

The provisional committee includes representatives from the **County Boroughs** of Smethwick, West Bromwich, Coventry and Stoke; the **Boroughs** of Rowley Regis, Wednesbury, Stourbridge, Warwick, Nuneaton, Oswestry and Hereford; the **Urban Districts** of Brierley Hill, Tipton, Cannock, Malvern and Solihull; **Rural Districts** of Bromsgrove, Rugby and Wem.

New Branches

Yet another Branch of N.A.L.G.O. has been formed. Mr. H. I. Roberts, of **Bury St. Edmunds,** reports that there are now forty members in the service of the Borough of Bury St. Edmunds, and with this membership a new Branch has been started. Formerly members in the Borough were attached to the West Suffolk Branch.

Kidsgrove. The officers of the Alsager, Biddulph and Kidsgrove Urban District Councils have formed a Branch from November 1, 1937. Mr. H. Clews, of Kidsgrove, who was at one time hon. secretary of the Holywell Branch, has been elected as hon. secretary.

Gloucester Rural Branch

THE Gloucester Rural Branch was formed in January, 1937, with a membership of 13—not a large number, it is admitted, but it was felt at the time that enthusiasm could outweigh the disadvantages of small numbers This has since proved to be the case.

The first annual dinner was held in February last and was voted a great success. After-dinner speakers included the President of the Gloucester County Officers Branch, Mr. G. T. Bailey, and the Divisional Secretary, Mr. Frank Thomas. A number of other social events were arranged from time to time, including an outing to the Tidworth Tattoo.

The efforts of the Branch have not, however, been confined entirely to social activities. A successful attempt was made to re-awaken interest in N.A.L.G.O. in the **Forest of Dean** area with the result that the membership of the Branch has increased from 15 to 35. Even now it is not possible to claim 100 per cent. membership in the area of the Branch, but, in the words of the medical profession, "it is only a matter of time."

In addition appeals on behalf of the Benevolent and Orphan Fund have borne fruit, and with but few exceptions all the members are contributing to this worthy cause.

The annual meeting of the Branch this year will bring the original and the new members together in meeting for the first time, and there is every indication of a most successful future. At any rate, it is the firm intention of the members to see that the obstacle of a widely scattered membership (the stumbling block of so many rural branches) is not allowed to retard the progress of this Branch.

An interesting summary of the outstanding matters in N.A.L.G.O.'s activities last year has been given in the **Gloucestershire** Executive Committee's annual report for 1936-7. The Report contains a commentary by each local correspondent. A balance sheet which shows a successful financial year completes the Report.

Worcester City. The Annual Report of the Executive Committee records that membership is now higher than at any time in the history of the Branch, the figure being 183. The Committee is able to record a useful year's work, and recreational activities have been enthusiastically supported by members.

From 64 to 298

The meteoric growth of **Ilford** Branch was emphasized at a recent Branch Dinner held at the Abercorn Rooms, London. The Mayor of Ilford, in proposing the toast of the Association, addressed some remarks to the younger members of the staff and declared that solely by becoming a member of N.A.L.G.O. they would not get to the top of the ladder. The more they put in, the more they would get out, and if they wanted to get to the top it could only be done by hard work and study. He was sure they had amongst them budding treasurers, engineers, librarians, and other officials who would take a high place in municipal life in Ilford—230 people were present at the dinner.

Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopedia of Gardening," etc.

IT is never out of season to mention slugs and even at midwinter something can be done to keep them down. Is there not, then, a "close season" for their activities? Something of the kind, granted. But what about those clumps of Delphiniums in the border, and what also about that huddle of dirty seedling boxes in the rubbish corner of the garden? Slugs may be lurking around the "stools" of many of the more succulent herbaceous plants where the soil has been left undisturbed since they were cut down at the end of summer, and it is a good thing to stir the soil about and after raking some of it away to put ashes in its place while as to dirty boxes, slugs often choose them as breeding places. Scrape the boxes out, therefore, and sprinkle lime on any greyish patches which are left

The question of slugs came into my mind through reading in a horticultural paper recently of another example of the value of Meta used with bran, and the writer made an important point when he stated that while its effect on slugs was deadly, birds that devoured the slugs were uninjured. Further evidence as to this would be valuable, because I have read of a contrary result, which may, however, have been an exceptional case.

The present is an interesting stage with bulbs in bowls because the fibre will have become permeated with roots and top growth will be extending. Should water be applied regularly after the bowls have been brought into the light? Generally, no, and it is possible to err disastrously in this matter, either through the fibre being made absolutely sodden from top to bottom, or through the upper layer being moist and the lower dry. It is desirable to poke a small label into the bottom of the bowl now and then, force up a few fragments of fibre, and examine them. If they are dry give water immediately, but if, on the other hand, they are sodden, tip the bowl carefully on one side and hold it thus until water ceases to trickle out.

This is a time of year when jobs can be done which are apt to escape attention at busier periods. Thus, there is leisure to look over the evergreens and make sure they are happy. If they are not, try first of all the effects of a dressing of leafmould on the soil around them. Most kinds are improved by this substance and some positively revel in it.

Then there are semi-hardy herbaceous plants, such as Red-hot Pokers (Kniphofias) and Montbretias, which sometimes fail through being left to the rigours of a cold spell when a shovelful or two of leafmould around the base would keep them safe. Growers of the newer Montbretias often lift them and store them for the winter, just as they do Dahlias and Cannas, but amateurs are not always in a position to do this and therefore top-dressings should be borne in mind as an alternative.

Standard Tea Roses are perhaps less grown now than was the case before pillar Roses made so rapid a bound into popularity, because growers have found the latter more hardy. But certainly Tea Roses are exceedingly beautiful and do well on Briar standards, always provided they are given shelter in spells of severe weather. An armful of hay or straw worked among the branches and kept in position by a piece of canvas prevents many a failure.

Lovers of Sweet Peas who favour autumn sowing may have healthy seedlings coming along now in frames. They rarely forget ventilation, fully realising its importance, but they are apt to forget that on those occasions when water is needed it should be lukewarm, not bitterly cold. Think of this, enthusiasts. Remember, also, those of you who sowed seed eight or ten weeks ago, that the plants may now be benefited by having the tips removed.

What of the lawn? Is it satisfactory? It occurred to me recently that a piece of grass which, though not actually poor, was not of the best quality, might be benefited by a dressing of hop manure and bone meal in mixture, about ten parts of the former in bulk to one of the latter, a trugful being spread over an area of about three rods. The sparrows highly appreciate the experiment. Alternatively, stable manure may be laid on a given portion and left for about a fortnight, then raked on to another piece, this proceeding being continued till all the ground has been dressed.

Those who planted Violets in a frame following hints given a few weeks back had better look over them weekly to make sure that the plants are not losing healthy colour. Ventilation of the frame has an important bearing on this matter, for continuous close conditions mean disease. The frames should not be closed, even at night, except in cold weather. Guard, too, against excessive watering.

Chrysanthemum-lovers who have an eye on prizes next autumn probably have old, cut-down plants from the "stools" of which short shoots have pushed up. Such basal shoots ("suckers") make excellent cuttings and it is not too early to take them off and insert them in gritty soil, afterwards covering them with glass which is dried daily.

This brings us to the heated greenhouse, and makes us think of such beautiful things as Begonias (Gloire de Lorraine, etc.), Cinerarias, Cyclamens, Primulas, Carnations, Freesias, Arum Lilies, and others, most of which should be in bloom. As a principle, such flowering plants should be kept as cool as is consistent with safety in order that the flowering period should not be hastened to a premature end. Thus, a night temperature of about 50° Fahr. will be better than one ten degrees higher. Watering should only be done after test and should be in the morning rather than the evening, while draughts should be avoided in ventilating.

STOMACH SUFFERER
in bed for nine weeks

Not every stomach sufferer, luckily, is in the predicament of Mr. J. B., of Parkstone—a victim of the greatly feared gastric ulcer.

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North Western and North Wales District: Haden Corser, 2, Mount Street, Manchester. Telephone: Blackfriars 7668.

North Eastern and Yorkshire Districts: W. Cecil Wood, 12, East Parade, Leeds. Telephone: Leeds 24861.

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South Eastern, Southern and South Western Districts: F. Thomas, Room 60, Somerset House, Reading. Telephone: Reading 3880.

Scottish District: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1. Telephone: Douglas 404.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost-of-living index for the past six months: June, 52; July, 55; August, 55; September, 55; October, 58; November, 60. The percentage increases in each of the five groups on which the index figure is based are as follow:

	Sept.	Oct.	Nov.
Food	40	43	46
Rent	59	59	59
Clothing	105	110	110
Fuel and Light ..	80	80	80
Other items ..	75	75	75

GOING???

. . . . are you going to the "N.A.L.G.O Holidays REUNIONS?" One at least! Then please note the dates.

LONDON

Saturday, February 12th, 1938
Tickets 2/6 each. (Running Buffet)
at Harrods Restaurant, Knightsbridge, S.W.1.

MANCHESTER

Saturday, March 26th, 1938
Tickets 3/6 each (including refreshments)
at Manchester Limited Restaurant.

Tickets obtainable from:—

N. A. L. G. O.
24, Abingdon Street, S.W.1.

IMPORTANT DATES

December 17.—Meeting of Committees of the National Executive Council in London.

December 18.—Meeting of the National Executive Council in London.

December 25.—Renewal premiums due on "Nalgo" Household Insurance Comprehensive Bonus Policies.

NOTES ON THE LECTURES given at the Summer School at Lincoln College, Oxford, are still available.

Any members wishing to obtain copies are requested to apply to Headquarters immediately. One shilling will be charged for each copy.

PANEL OF EXAMINERS.

Applications are invited for the post of Examiner for the Association's Examinations. Examiners are required for the following subjects:

Intermediate Grade.

1. **Office Practice.**
2. **Elements of Statistics.**
3. **Outlines of Local Government.**
4. **Elements of Public Administration.**
5. **Elements of Economics.**

Final Grade.

1. **Municipal Organization, Office Management and Conduct of Meetings.**
2. **Elements of the Law of Contract and Tort.**
3. **Master and Servant.**
4. **Landlord and Tenant (including Small Holdings and Allotments).**
5. **Public Health Acts.**
6. **The State System of Education.**
7. **The Administration of a Trading Department.**
   a. **(The Law of Gas Supply).**
   b. **(The Law of Electricity Supply).**
   c. **(The Law of Water Supply).**
8. **Control of Food Supply.**
9. **Transport and Traffic.**
10. **Rating and Valuation.**
11. **Highways and Bridges.**
12. **Housing Estate Management.**
13. **Town and Country Planning.**
14. **Elections (Parliamentary and Municipal).**
15. **Parliamentary Practice and Private Bill Legislation.**
16. **Local Government Finance and Local Taxation, Including Audit.**
17. **High Court, County Court and Summary Jurisdiction.**
18. **Commons, Parks and Open Spaces.**
19. **The Law relating to the Disposal of the Dead.**

Further particulars and form of application may be obtained from the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, to whom applications must be forwarded not later than December 31, 1937.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch officers:

OCTOBER 13

82/37 (To each branch treasurer.)
Concerning the forwarding of subscriptions and the compilation of the Summary Sheets.

OCTOBER 25

75/LOG/37 (To each local correspondent of Logomia.)
Enclosing a copy of a new insurance booklet, and setting out a form for requisitioning further copies.

OCTOBER 29

76/SA/37 (To each branch secretary.)
Regarding trading in Municipal offices.

77/ORG/37 (To each branch secretary.)
Regarding dual membership of N.A.L.G.O. and the Registrars' Association and the use of a separate Summary Sheet for Registrars.

78/ORG/37 (To each branch secretary.)
Regarding the appointment of two Assistant Divisional Secretaries.

79/GEN/37 (To each branch secretary.)
Giving further information about the dinner to be held to celebrate the passing of the Local Government Superannuation Acts, 1937, and enclosing a final ticket reservation form.

80/ED/37 (To branch secretaries and education correspondents.)
Enclosing a list of examinations suggested as appropriate to the Local Government Service.

81/ORG/37 (To each branch secretary.)
Enclosing a copy of a booklet forwarded to Logomia Correspondents on October 25.

83/ED/37 (To secretaries of branches, area education committees, and to education correspondents.)
Stating that a meeting of education correspondents present at the 1938 Annual Conference will be held at Blackpool on June 7th, and asking for items which it is desired shall appear on the agenda.

NOVEMBER 1

84/GEN/37 (To each branch secretary.)
Stating that the essay competition on the subject of "Social Ownership and Control of Undertakings" will remain open until December 31st, 1937.

85/SA/37 (To each branch secretary.)
Announcing that copies of the Association's 1938 Diary will be available from the middle of November and enclosing a supply of descriptive leaflets and an order form.

GOING!!!

It is expected that the Nalgo Diaries for 1938 will sell out very rapidly. Place your order now.

Price 1/-

With season-ticket holder - - - **1/3**
With back loop and pencil - - - **1/3**

Obtainable From:

Branch Secretaries, or
N.A.L.G.O.,
24, Abingdon Street, S.W.1

LOCAL GOVERNMENT SERVICE

Editorial Offices: 24, Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. No payment will be made for contributions unless they are specially requested by the Editor. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.

Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: Darbiads, Cent, London.

Christmas Fare

AT Christmas time even the most case-hardened amongst us is apt to be a little sentimental and retrospective. As family men we furtively review the events of our domestic circle, and it is reputed to be the practice to make new resolutions.

As members of N.A.L.G.O. it is a duty we owe to ourselves and our colleagues to examine the work of the past year for the purpose of seeing whether the Association has really come up to expectations, and what it has to show for all the expenditure of time and money on behalf of its members.

Can it be said that the Association has made substantial progress in its aims for a better local government service? Has it done something towards providing a more worth-while career for the ambitious and efficient officer?

These are fair questions to ask. In the brief space at our disposal, let us attempt to answer them.

First of all we have seen the crowning achievement of many years of intensive effort by the passing of the Local Government Superannuation Act, 1937. N.A.L.G.O. has the right to claim that, as the result of its persistency, the credit for that measure belongs very largely to its unremitting activity. From April 1, 1939, every permanent whole-time local government officer will enjoy the benefits conferred by that Act, and many temporary officers will also have their faithful service recognised.

We have also seen the establishment of the Central Advisory Committee recommended in the "Hadow" Report, and although the Association has not yet been granted a seat on that Committee, there is no doubt its opinions will influence many of the Committee's decisions.

Considerable progress has been made in the formation of Whitley Councils, which we feel sure will be of enormous advantage to many thousands of officers, and by whose assistance we hope to establish standard conditions of service on regional bases.

In many areas there has been regular progress on salary questions. The Association has now a membership of over 100,000, an achievement which alone answers any doubts regarding the measure of confidence the members have reposed in it.

We are not animated by any spirit of smug satisfaction; we are only too well aware that many improvements in service conditions are still needed and that far too many officers are not receiving anything like the recognition their services merit. But when the Annual Report is compiled we are satisfied many striking achievements will have to be recorded.

* * *

ONE of the most important items, however, which is now causing great anxiety to the members of the National Executive Council is in regard to the increased cost of living.

In the November issue of LOCAL GOVERNMENT SERVICE, and in the current issue there is correspondence on the matter. There are many factors to be taken into consideration, but we are induced to refer to the matter at this juncture because of a leading article which recently appeared in "The Times." After discussing the changes which have taken place in standards of living during recent years "The Times" leader-writer refers to the inquiry which is now being conducted by the Minister of Labour by means of the collection of family budgets. The object of such investigations is to obtain a really reliable cost-of-living index figure.

The Minister's inquiry is, however, limited in its range and embraces only persons whose incomes do not exceed £250 per annum.

Nevertheless, "The Times" is alive to the advisability of making a similar investigation into the expenditure of "black-coated" workers above the compulsory insurance limit, and so obtain another cross-section view of the manner in which the community spends its money.

It will be remembered that in February last the National Executive Council made representations to the Cost-of-Living Advisory Committee which had been set up by the Minister of Labour for an inquiry to be instituted such as is now recommended by "The Times," and it is deeply regretted that the Minister could not agree to that necessary work being carried out.

If the cost-of-living continues to rise we may even have to consider the re-adoption of the bonus system—although, frankly, we do not want it. The facts are, however, that many officers and their families are having to "tighten their belts." They are having to suffer some measure of deprivation during the time between rising prices and the adjustment of salaries. There is no justification for this, and where this is evident local authorities should be called upon to re-adjust their scales of remuneration.

The points at which consolidation took place are not necessarily to be relied upon. Consolidation may have been effected at a comparatively high index figure, and yet salaries generally may be unsatisfactory.

The crux of the position is this—are salaries consonant with the value and importance of the work being undertaken? Do they faithfully reflect the responsibilities which are cheerfully shouldered, and compare favourably with salaries paid by other branches of the public and quasi-public service? Are they keeping pace with modern requirements, and standards of living which local government officers doing most important work on behalf of the community have the right to expect?

If not, the branches will have seriously to consider their position, and any assistance which Headquarters or the Divisional Secretaries can give them will be freely placed at their disposal.

The happy time of Christmas is approaching with its overflowing spirit of cordiality and goodwill. In wishing our readers the compliments of the season—which we do most heartily—we cannot be unmindful of the rocks ahead. What has the New Year in store? The portents are not too propitious, and we are not reassured by the Government spokesmen.

To say that the rising cost of living reflects the recovery from the conditions of the period of depression is little comfort to many members of the service who are manfully struggling against enhanced prices of food, clothing, fuel, and so on. The margin in too many cases is inadequate to enable those persons to live as befits local government officers.

We can say, however, that the Association will endeavour to meet all the demands which may be made upon it.

BRIDGE

Competition!

by Neville Hobson

I HAVE arranged with the Editor to carry through a short competition this month, and answers are invited to the following six questions. As far as possible they have been made of general application to both Auction and Contract, so that players of either code may compete.

Conditions . . The answers should be recorded on a postcard, addressed to Mr. Neville Hobson, Beverley, E. Yorks, to reach me not later than 12 noon on Tuesday, December 14.

All cards received prior to that time will be retained unexamined, and will then be mixed and shuffled and marked in the order in which they are finally cut—the idea being to enable those who do not receive their Journal until later than others to have until the second week-end in the month to dispatch their replies.

Prizes . Three small prizes will be given, and it must be understood that no correspondence can be entered into as regards the competition, and that the decisions, which will be published in the January issue, must be accepted as final

COMPETITION.

1. What should South bid as Dealer, at Love All (first game), holding :

S. x.
H. K, Q, J, 10, 9, 3.
D. K, x
C. A, x, x, x.

2. What should South, with a Love score, bid as Dealer (with himself and partner a game down), when holding :

S. Q, x.
H. A, x, x, x,
D. x, x.
C. A, K, Q, J, x.

3. What should West lead against a Contract bid of 2 Spades by South, holding :

S. Q, x, x.
H. Q, 10, x, x.
D. 9, 7.
C. K, J, x, x.

4. What should West lead against a No Trump declaration by South, holding :

S. K, J, 10, x, x.
H. x, x, x.
D. Q, x.
C. J, 10, x.

5. South is endeavouring to make 3 No Trumps for Game. West holds the following, from which he leads a small spade.

S. A, Q, 9, x, x.
H. J, x.
D. Q, x, x.
C. 10, 9, x.

FORUM

In reply to this Spade lead, his partner East (who has not bid) plays the 10, and South wins with the Jack. South then plays the Ace of Diamonds, and follows with the King—his presumed object being to make the 4th Diamond in Dummy at a later stage (Dummy holding Diamonds 10, x, x, x, and one card of Entry.)

What should West play on South's second lead of the King of Diamonds ?

6. South is playing a bid in Hearts as original Declarer, no other declaration having been made.

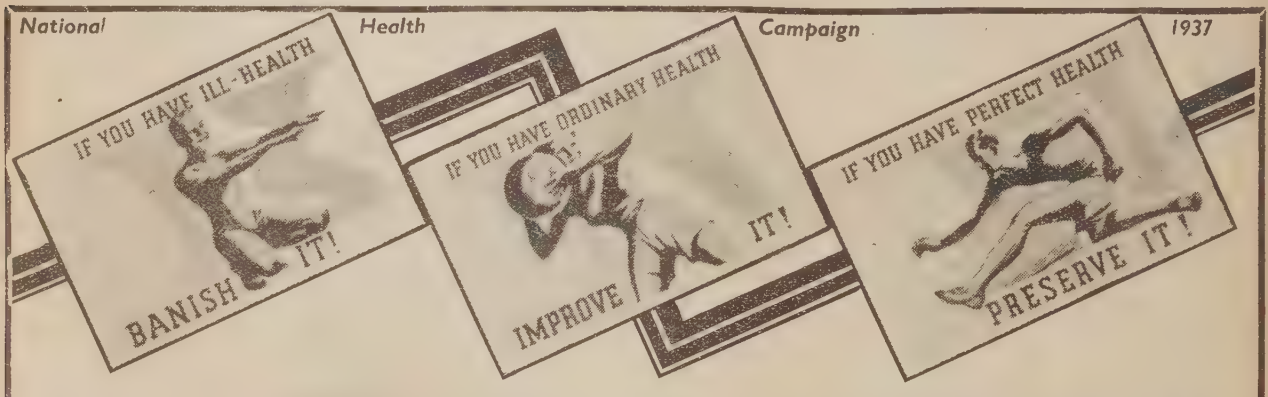
West leads the King of Spades. Before anyone else has played, he takes an unseen card and holds it ready to play to the next trick. The King of Spades wins, and West immediately plays a Trump. South objects and claims a penalty under the laws for West giving information to his partner that the King of Spades was a winner by anticipating the next lead.

What penalty, if any, can be enforced by South ?

AWARDS.

I realise that there are now many accepted experts who hold divergent views as to the correct bid on certain types of hand. Personally, I favour the opinions of one particular authority, and—without disclosing his identity—I shall base my decisions according to his principles and recommendations. I am confident I can rely upon the ready acceptance of the awards by all competitors

National Health Campaign 1937



Improve your Health, preserve it AND—SAFEGUARD IT!

— *through* —

N.A.L.G.O.'S HEALTH SERVICES

Sickness Scheme
Membership of the sickness scheme means that you will be able to provide yourself with the extra nourishment during illness which is so essential to a quick recovery.

Convalescent Home
Recovery from an illness must be complete. Half measures are dangerous. A member of the sickness scheme can become entitled to two weeks free convalescence at Nalgo House, Matlock, in any one year.

Hospital and Nursing Home Scheme
Worry undermines Health. Members of N.A.L.G.O. and the wives and children of members of the Scheme may be insured against heavy medical fees and as a consequence gain protection from financial strain as a result of illness in the family.

Nalgo Provident Society

24, Abingdon St., Westminster, S.W.1.

"Out-Hadowing" the Hadow Report

THE East Ham Branch has given consideration to the Hadow Committee's Report, and has submitted to the Council a memorandum which it is hoped will lead to more detailed consideration of certain proposals with the object of applying them in East Ham.

The staff were substantially in agreement with the recommendations of the Hadow Committee's report, subject to certain qualifications :

On the question of Recruitment, the staff were of the opinion that the principle of notifying all members of the authority of the dismissal of a senior officer should be extended to all officers, who should also have a right to appear before the council.

Psychology to be called in

Although it was agreed that the school certificate standard should be the minimum qualification for entry to the service, the staff felt that selected candidates should be subjected to vocational and intelligence tests, such as those evolved by the National Institute of Industrial Psychology in order to avoid the creation of occupational misfits and the appointment of any but the most able candidate.

University Training for the Staff

It was admitted that there was a place for graduates within the service but suggested that graduates entering should have no privileged grade. The staff appreciated the advantages of a University training, and were of the opinion that generous facilities should be given to existing officers to take advantage of the evening degree courses offered by the University of London.

The Stimulus of Promotion

The Hadow Committee's recommendation that every available source should be surveyed in making appointments to technical and professional officers was viewed with approval by the staff, but they wished to emphasize that promotion within the authority's service was the expected reward of long service and proved ability, and should bring in its train minor promotions which provide a stimulant to the officers concerned and to the Service generally.

First Choice of Vacancies

Under the heading of Training and Promotion the principle of inter-departmental transfer was approved in the sphere of clerical, technical and administrative grades, but it was felt that senior vacancies in these grades should only be advertised when it was impossible adequately to fill them from within the authority's service, and until such time as it was the practice of all authorities to advertise their senior vacancies, and until all salary scales throughout the country were on a comparable basis.

Most of the principles laid down by the Hadow Committee have been practised in East Ham through the machinery of a local Whitley Committee for many years past, and the staff believe that this system of collective bargaining based on the Whitley principle has provided the corporation and the staff with an instrument which is felt to have surpassed the recommendations of the Hadow Committee.

If not—please complete and forward the following so that a copy may be sent to you immediately

To Nalgo
24, Abingdon Street, Westminster, S.W.1.

Please forward a copy of
"A Wise Local Government Officer" to :—

Name.....

Address.....

.....

LETTERS

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed by correspondents. No letter will be published unless accompanied by the name and address of the sender, but a nom de plume may be sent for publication. The Editor wishes to devote space to all the letters which he receives for publication, but he cannot do this unless correspondents will make their letters "short and sweet." He reserves to himself the right to shorten letters, so as to publish more of all rather than much of few.

Cost of Living

DEAR SIR,—The letter by "Interested" in the November Journal has, I feel sure, adequately expressed the opinions of thousands of N.A.L.G.O. members who are now feeling the financial strain of the increased cost of living.

Like "Interested," I also have a wife and one child to support, and I find the present increases in the prices of foodstuffs, etc., a great strain on my pocket as well as a burden on my mind. Little luxuries which we have allowed ourselves have now to be forfeited for the bare necessities, as the few surplus shillings we usually had in hand after budgeting our household allowances each month are required to meet the extra charges imposed on our groceries, etc.

I therefore take this opportunity to add my endorsement to every line of "Interested's" true and timely letter.

Yours faithfully,
"CO-INTERESTED."

DEAR SIR,—I have read "Interested's" letter in your November issue and, being one of the thousands of N.A.L.G.O. members in a similar position to himself (except that I have a wife and *three* children to keep), I must agree with the views expressed by him.

On comparing my family's food bill of two weeks ago with one of October, 1936, I find that the average increased cost of the various materials is 30 per cent in just twelve months.

Whilst most other people are being granted increased salaries, including our M.P.s £200 per annum increase, to offset the effect of these rising prices, why should not the L.G.O. be included?

I, personally, have had to "tighten my belt" considerably, as no doubt many other N.A.L.G.O. members have, and the next step in the process will have to be non-payment of N.A.L.G.O. subscriptions.

Whilst N.A.L.G.O is busy congratulating itself on compulsory superannuation achievements, etc., one feels that it might devote a little more time to the immediate needs of members so that we may be able to afford to buy the materials necessary to live to superannuation age.

Yours faithfully,
"B. N. A. B."

DEAR SIR,—Further to "Interested's" correspondence in the last issue—cost of living still rises *rapidly*.

Butter at 1s. 4d. a pound is to be 2s., other necessities also daily rise in price.

Do we find the N.E.C. spurred to action by this drastic state of affairs? Rather do we read of them still in committee stage. Can the Ministers of Health and Labour promise increased cost of living wages or bonus? Surely such are controlled entirely by local elements. Are the N.E.C. immediately making representations to local authorities? If not, why not?

Of the 100,000 members how many receive even £5 a week? A wage census would perhaps show a majority receiving this figure or less. Will such a majority receive an immediate increase of 33 per cent to buy butter, etc.?

It is not apathy which is responsible for the Benevolent and Orphan Fund's financial anxiety, but poverty. There would be no appeal necessary for such a fund as this if the majority of N.A.L.G.O. members were enjoying higher wage bases as befits their lifetime service.

"OPTIMIST."

DEAR SIR,—I was pleased to see that one correspondent, "Interested," is alive to the rapid increase in the cost of living, and I suggest that, if this advance in prices continues, it is up to all local associations to press for increased salaries. Personally, I think it is the "bottom dogs" who feel the pinch most, especially those who have been regarded as "temporary" for years and have always been below the scale rate adopted. It is quite time that pressure was brought upon all branches of the N.A.L.G.O. to take up their case. I know of well-educated clerical assistants who are over forty years of age, married, and have served their particular council for many years, but are only receiving just over £3 a week. They have made repeated appeals for salary increases, but have been met with flat refusals.

The idea of approaching higher authority has had to be abandoned because they fear it will lead to some further form of penalisation. If this army of men were defended they would gladly swell the ranks of N.A.L.G.O., but under present circumstances it is utterly true to say that they are not in a position to pay their subscriptions, owing to the narrow margin that is left after paying their way. The matter is a blot upon local administration, and the increasing cost of living will soon force some blackcoats to seek help from their relations or friends.

Yours sincerely,
"INVESTIGATOR."

DEAR SIR,—May I express my appreciation of the editorial article "A New Model" which appeared on page 265 of the October issue of the LOCAL GOVERNMENT SERVICE, stressing the objective "service to the community"?

On another page we read that there are 100,000 Members of the Association. If only we were all thinking like this, how different life would be! It grieves me often to see the utter selfishness of local government officers, the dissatisfaction and ingratitude. One would wish that many of them could go into the industrial world—just for a year—I think perhaps then they would appreciate the pleasant conditions and favourable terms under which they work.

I hope your message will carry weight.

Yours sincerely,
MARGARET ROBERTSON.

Mental and General Trained Nurses

DEAR SIR,—"*I shall pass through this world but once. If, therefore, there be any kindness I can show, or any good thing I can do, let me do it now; let me not defer it nor neglect it, for I shall not pass this way again.*"

This has always been a favourite quotation; to me it epitomizes the desires of those who choose as a career the profession of nursing. There are many special branches of nursing; each is an integral part of the whole, and the whole cannot function unless all branches work in harmony.

S. R. N. states as his opinion that "the status of general trained men would be lowered by admitting the equality of men with *only mental nursing qualifications*."

I would ask S. R. N. if he knows anything of those qualifications. I will gladly send him a "syllabus of training and examination for mental nurses for the General Nursing Council's examination" if he will send me his address, and I think, if he reads it, that he will learn that his colleague in mental nursing is really as highly qualified as he is. Anyhow, the General Nursing Council charge the same examination fee for the mental nursing as for the general nursing candidate, and both sit for the same preliminary exam.

I am not sure as to what men with only mental nursing qualifications S. R. N. refers, but I can assure him that if he will join the Society of Registered Male Nurses he will be in contact with some who are real good fellows, and gentlemen to boot.

Come down out of the clouds, S. R. N., and look at the world about your feet. Try to get a charitable opinion of "the other fellow"; he can help you, you can help him—in short, co-operate.

E. J. GLAVIN,
Secretary and Founder,
The Society of Registered Male Nurses.

Liverpool.

DEAR SIR,—The letter regarding the Society of Registered Male Nurses by S. R. N. last month is very unfair and unchristian. In his letter S. R. N. claims that the Society, by admitting mental trained nurses, will lower the status of general trained men.

On behalf of mental trained nurses I resent that statement. Mental nurses have to nurse patients, in many instances, with diseases mental and physical. At the moment the curriculum for the training of mental nurse probationers in the hospital which I represent is second to none in the country.

It is not usual for members of any medical profession to slight each other, and I sincerely hope that S. R. N. will be more tolerant in future. The mental trained nurse has, at the most, a risky and strenuous job, faced with technical difficulties, public intolerance and personal danger.

Yours respectfully,
GEO. HORN, R.M.N., R.M.P.A.

Guiding our Councillors

FOR the guidance of individual councillors and Labour Aldermen in their dealings with members of the Local Government Service, the London Labour Party has issued an interesting memorandum. The following are extracts:

Staff Grievances

In order to discourage what is termed as "back stairs action," individuals making complaints to members of the Council should be referred, except in the case of chief officers and other special cases, either to the relevant standing orders of the Council, or to the decision that grievances on the part of staff and employees and general conditions of labour, should only be dealt with on the representation of the appropriate national or London District official of the Trade Union or other representative organization concerned. With regard to general labour conditions it will be found that there are in existence Joint Industrial Councils and other forms of negotiating machinery between the local authorities and the trade unions. It is desirable that this machinery should be used.

Personal Relations with Officers and Staff

The relationship of members of the Council with officers (including chief officers), staff and employees, in connection with the Council's business should be one of mutual respect, but not of personal intimacy. Every municipal officer has his defined executive responsibilities; members of the Council have theirs and they are collectively (not individually) supreme in the control of the Council.

For these respective responsibilities there should be mutual respect, but the relationship should be on a strictly business footing. Members should not accept from or give to officers, staff and employees of the Council, hospitality or favours. The place for decisions as to the Council's business is the Town Hall.

Appointments and Promotions

Every endeavour should be made to see that the procedure of the Council and its committees in dealing with the appointment and promotion of staff and employees should be calculated to serve the public interest and promote the efficiency of the Council's administration.

Members should be required most strictly to abide by the decision that persons making application to members of the Council for employment should be informed that their applications must be addressed to the appropriate Chief Officer of the Council, and that it is contrary to good policy for members of the Council to intervene to secure appointments for individuals. Should applicants make efforts, when the Council or any committee is considering applications for office or employment, to secure a preference by approaching councillors, they should be disqualified, and any indirect influence by friends sternly discouraged. No consideration, other than the suitability of candidates for posts, should influence appointments.

The appointment of relatives of members of the Council to positions under the Council, even though justified on merits in particular cases, is open to grave misunderstanding. In the case of large authorities, where entry to the service is by competitive examination and appointments are adequately safeguarded from political or personal influence, the objection may not hold within proper limits. Otherwise, there is much to be said for the adoption of an appropriate standing order on the matter.

HAVE YOU OBTAINED YOUR TICKET?

Superannuation Dinner

SATURDAY, DECEMBER 18, 1937, 6.30 for 7 p.m.

—at—

GROSVENOR HOUSE, PARK LANE, LONDON, W.1.

Tickets 15s. each (exclusive of wines) should be obtained immediately from the General Secretary, N.A.L.G.O., 24, Abingdon Street, London, S.W.1.

Will members desirous of staying at Grosvenor House Hotel kindly book through the General Secretary, N.A.L.G.O. Ladies will be welcome to the dinner.

With the aid of

the **Nalgo Correspondence Institute**

24, Abingdon St., London, S.W.1.

★

Under the London University Extension and Tutorial Classes Council the

DIPLOMA IN PUBLIC ADMINISTRATION

examination may be taken by candidates who do not hold the Matriculation certificate, provided that they have a recognised preliminary education certificate and hold an approved appointment in the local government service.

★

The Syllabus is the same as that for the external

LONDON DIPLOMA IN PUBLIC ADMINISTRATION

and will rank high for recognition in the local government service.

★

A copy of the detailed regulations together with particulars of specialised tuition for the D.P.A. will gladly be supplied on request.

Claim for Return of Superannuation Contributions

Effect of Public Authorities Protection Act, 1893

Tenure of Office of Mental Hospital Employees

SECTION 276 (1) of the Lunacy Act, 1890, provides that the visiting committee of every asylum shall appoint (inter alia) a medical officer and such other officers and servants as they think fit, and subsection (3) provides that the committee may remove any person appointed under the section.

The Asylum Officers' Superannuation Act, 1909, s. 10 (1) provides that an established officer or servant who has not become entitled to a superannuation allowance, and who loses his office or employment by reason of reduction of staff, or of any other cause whatever other than his own misconduct or voluntary resignation, shall be entitled to receive the aggregate amount of his contributions under that Act.

McManus v. Bowes and Others

THE facts in the recent case of *McManus v. Bowes and Others* (1937) 101 J.P. 455, were that a medical practitioner was appointed second assistant medical officer at a mental hospital in May, 1923. There was no express agreement as to the length of notice to which he was entitled to terminate his appointment. In October, 1927, he was orally dismissed and on the same date written notice was given to him purporting to be in accordance with his contract of employment on the assumption that three months' notice was an appropriate period of notice. He was suspended immediately from his duties by the committee, however, and received three months' salary in lieu of notice. He applied for a superannuation allowance, which was refused, and an appeal to the Minister of Health on that point was unsuccessful. He took no further action for nearly 6 years, but in October, 1933, he commenced proceedings claiming (inter alia) (1) against the hospital committee for wrongful dismissal and insufficiency of notice, and (2) the return of superannuation contributions. It was held by Macnaghten J. that the first claim was determined by the Public Authorities Protection Act, 1893, and that the second claim failed on the ground that the plaintiff's claim for superannuation was still pending.

On appeal it was held by the Court of Appeal that both claims were out of time, being founded in each case on an alleged neglect or default in the intended execution of an Act of Parliament within the meaning of the Public Authorities Protection Act, 1893. The appeal was dismissed accordingly.

In delivering judgment Slesser and MacKinnon L.JJ. expressed the view that under section 276 (3) of the Lunacy Act, 1890, the visiting committee of an asylum has power to dismiss its officers at will. Extracts from the judgments of Slesser and MacKinnon L.JJ. on that point are set out below, because, as Slesser L.J. said: "I realize that . . . my judgment . . . as to the meaning of the word 'remove,' is of importance, affecting not only the appellant, but the whole class of persons holding office under a visiting committee under the Lunacy Act."

Slesser L.J. said: "The question which arises, and it is a very important question on this part of the case, is whether, when a local authority or a visiting committee, which exercise the powers of a local authority, have made a contract either for an express period or for a period of a reasonable term to be implied, their power to remove authorizes them to get rid of a person appointed under s. 276 notwithstanding the fact that they have in their contract purported to give him a contract of a certain duration.

"As my Lord (Greer L.J.) has pointed out, the power to make these contracts at all is given them by the section, and if the words 'may remove' are properly to be construed as 'may remove at pleasure,' it would follow that any limitation on their power to terminate the contract in the individual agreement made with the particular officer would, to that extent, in so far as it was a fetter on their power to remove, be *ultra vires*. I think that that is the view which was taken by McCardie J., in *Brown v. Dagenham Urban District Council*." . . .

After referring to s. 189 of the Public Health Act, 1875, s. 106 of the Local Government Act, 1933, and s. 148 of the Education Act, 1921, Slesser L.J. continued:

"All these sections are in slightly different language, and one comes back to the original problem, whether the words here mean 'remove at pleasure,' although the words 'at pleasure' are not specifically mentioned. For myself, I find very little assistance from the cases which depend upon the interpretation of the articles of association of a limited liability company, which have been cited to us, except one passage which I read from the judgment of Kennedy L.J. in *Nelson v. James Nelson & Sons, Ltd.*"

Meaning of "Remove"

"HE is speaking of the word 'revoke' which, with every respect, I think means in this sense nothing other than 'remove.' Kennedy L.J. says: 'The word "revoke"—and I would add the word 'remove'—must be read with its context. "Revoke an appointment" means, no doubt, to put an end to an appointment, but not necessarily to put an end to it without giving any notice where, for example, by the terms of the agreement it is provided that notice shall be given.' I understand the learned Lord Justice there to be saying that where, in a series of articles forming the constitution of a limited company, one finds other articles inconsistent with giving that general application to the word 'revoke,' one has to have regard to the context, but here I find, in the language of s. 276 of the Lunacy Act, no such language. I am not, therefore, precluded from giving to the word 'remove' what I believe to be, in contradistinction to the word 'appoint,' its natural meaning, which is, as I see it, to remove at pleasure or remove at will. I think that those words 'at pleasure,' 'at will' and the like, are surplusage in this connection and appear to be used in the Education Act without any specific qualification . . .

"I therefore start with the assumption that the word 'remove' in the Lunacy Act, in the section which we have here to consider, means to remove at pleasure, and that, therefore, any term of a contract which purports to give to an officer any duration of his contract inconsistent with that power is outside the ambit of the statute. If that be so, it is an end of the case, so far as regards the appellant's claim against this local authority for wrongful dismissal. I agree with my Lord that, when the resolutions and the notices sent to the appellant are considered, it is clear from the letter of October 21, 1927 (in which the clerk to the committee said: 'I am instructed by the special sub-committee . . . to give you three months' notice of termination of your services. . . . I am further instructed to give you notice of suspension'), that in fact in this case the visiting committee did purport to give to the appellant three months' notice, and did not exercise the right which they had to dismiss him at their pleasure by removing him. But that would not in itself disentitle the appellant, if it were the right view, to come to this Court and say: 'I dispute that three months is the proper notice. True it is that I may have received three months' notice, but I am entitled to have it found by a jury what, from the consideration of my employment, is a reasonable notice.' The fact that his superior, Dr. Bowes, was receiving remuneration and that his contract was on the basis of a three months' notice, and the fact that the appellant himself had, in a previous occupation at the Lancaster Asylum, received three months' notice, would not, in my view, be conclusive of the matter. In other words, had I come to the conclusion that the appellant was entitled to notice at all and had not a contract for holding office during pleasure, then I should have thought that the matter would have to be considered on a new trial, but for the reasons that I have stated, I think that such an argument does not lie in his mouth at all."

MacKinnon L.J. said: "In my opinion the section of the Lunacy Act by which the committee are given power to appoint him, and to remove him from his appointment, did give them, in effect, power to put an end to his employment at pleasure. I can see no real difference between the words 'revoke his appointment' and the words 'remove him from his office.' Quite apart from the mere words themselves I think that the result of the three cases of *Brown v. Dagenham Urban District Council*, in the decision of which I agree with the view of McCardie J., *R. v. Darlington School Governors*, and *Re Teather and Poor Law Commissioners*, go to show that the meaning of these various phrases used in different Acts is really the same, and that when under s. 276 of the Lunacy Act, 1890, it is provided that the committee may remove any person appointed under that section, that is the same as a power to revoke his appointment, and it really amounts to a provision that he is employed at the pleasure of the committee."

Return of Superannuation Contributions

IN referring to the claim for the return of superannuation contributions, Slesser L.J. said: "I agree with my Lord in differing from the view expressed by the learned judge that this doctor could not claim effectually for a return of his contributions while he had upon the pleadings a claim for the pension. The fact is that in 1932, by a decision of the Ministry of Health, it was finally determined that he was not entitled to his pension, and from that moment, as I see it, he came under s. 10 of the Asylum Officers' Superannuation Act, 1909, which is to this effect: '(1) An established officer . . . who has not become entitled to a superannuation allowance . . . shall be entitled to receive the aggregate amount of his contributions under this Act.' As from the moment when it had been finally and conclusively determined that he was not entitled to a superannuation allowance, which decision took effect as from the time of the decision of the Ministry of Health, he did thereafter become entitled to the return of his contributions, and in my view the neglect to pay those contributions, to which I will assume that he was otherwise entitled, was a neglect within the language of the section of the Public Authorities Protection Act, coming directly within the words 'neglect' in respect of an 'act done in pursuance or execution . . . of any Act of Parliament,' namely, a neglect to do that which the Act requires the local authority to do, that is to say, to return his contributions. Therefore that claim also is barred by reason of the Public Authorities Protection Act."

Parliamentary Bills

Population (Statistics) Bill

IN a Financial Memorandum to this Bill it is explained that the object of the Bill is to extend the scope of the particulars which can at present be asked for upon the registration of a birth, stillbirth, death, or marriage, and by this means to provide the statistical evidence needed for the practical consideration of the problems in regard to the future population of Great Britain to which the decline in the birth rate has given rise. The Bill provides that such further particulars shall be obtained in confidence for statistical purposes only and not for entry in the register.

Clause 1 provides for power to direct by Order in Council from time to time that upon the registration under the Registration Acts of any birth, stillbirth, marriage, or death there shall be furnished to the registration officer such particulars relative to matters specified in the schedule to the Bill as may be specified in the order.

Clause 3 gives power to the Minister of Health and the Registrar-General to make regulations requiring registration officers to perform such functions in connection with the furnishing, collection, and collation of particulars directed to be furnished by an order made under the Act as may be prescribed, and as to the performance by them of those functions. Functions which registration officers are required to perform by virtue of any such regulations are to be deemed to be functions under the Registration Acts.

The Bill provides penalties for refusal or neglect to comply with, or acting in contravention of, any of the provisions or an order or regulation made under its provisions, for making, signing, or delivering a false document (or causing it to be made, signed, or delivered), for refusing to answer, or giving a false answer to, any question, and for disclosing certain information.

Nothing in any order requiring particulars to be furnished is to affect any provision of the Registration Acts requiring information with respect to that or any similar matter.

Provision is made for the application of the Bill to Scotland.

Blind Persons Bill

THIS Bill is to come into operation on April 1st, 1938.

Clause 1 provides for the lowering of the age, from 50 years to 40, at which non-contributory old-age pensions may be paid to blind persons under the Old Age Contributory Pensions Act, 1936.

Provision is made for the substitution of Section 2(1) of the Blind Persons Act, 1920, by new provisions relating to the duty of local authorities to promote the welfare of blind persons. The new provisions are similar to Section 2(1) of the 1920 Act, except that reference to the Minister of Health is omitted. Any assistance which after the commencement of the Act can be provided either by way of poor relief or by virtue of Section 2 of the 1920 Act, not being either assistance in an institution or medical assistance, is to be provided exclusively by virtue of that section and not by way of poor relief.

Clause 3 provides for the recovery of the cost of assistance, provided during an appropriate quinquennial period, by one English local authority from another, and any question of dispute as to whether or not any sum is recoverable, or as to the amount recoverable, is, unless the parties otherwise agree, to be referred for determination to the Minister of Health.

Section 2 of the 1920 Act is to have effect and to be deemed always to have had effect as if, at the end of subsection (7), certain words (contained in Clause 4) relating to the residence of blind persons employed at institutions in Scotland, were added.

"Blind person" is defined as a person so blind as to be unable to perform any work for which eyesight is essential.

NALGO Motor Car and Motor-Cycle POLICIES

THE Official Insurance Brokers have requested that we bring the following notice to the attention of the members whose cars or cycles are insured under the N.A.L.G.O. scheme.

New policies or renewals of existing policies where the inception or renewal date is on or after January 1, 1938, will be subject to an endorsement or condition making it clear that no liability will attach to underwriters in respect of loss or damage or consequence directly or indirectly resulting from war, civil war, etc., except in the case of any consequence which cannot be excluded by the requirements of a compulsory insurance law.

This amendment is necessitated by reason of the fact that all insurance companies and underwriters are under agreement not to underwrite war or civil war risks on property in any part of the world. It will be impossible after January 1, 1938, to cover war and civil war, etc., risks on motor vehicles in any quarter.

IMPORTANT

Hospital & Nursing Home Scheme

As from JANUARY 1, 1938, a **Management Fee** of 3d. per month is **not payable** in respect of any **child** insured under this scheme.

The contribution payable as from JANUARY 1, 1938, *is therefore*

1s. 9d. per month

to those of your colleagues and dependents, whom your **Benevolent and Orphan Fund** helps in their time of need—this year nearly 300 hampers are being sent out. Surely the Fund is worthy of your support. The minimum monthly subscription is only 3d.

Here and There

Sport

BRISTOL N.A.L.G.O. Bowling Club is desirous of obtaining a few fixtures with other branches for 1938, home or away. Please write direct to Mr. F. L. Atkins, Corporation of Bristol Printing Department, 3, Bristol Bridge, Bristol.

MINEHEAD has recently engaged in many sporting events and desires to throw out an invitation to any branch in the vicinity of Minehead that would like to play them at Snooker, Billiards, Table Tennis or Skittles. Mr. W. A. F. Bale, the Branch Hon. Secretary, would be pleased to receive challenges.

Recently the Branch Snooker team lost narrowly to the St. Michael's Club (Minehead) team. Each side won three games, but St. Michael's had a better net score.

An inter-departmental Skittles match took place between the Surveyor's and the Clerks' departments, the latter winning a very exciting game.

Camberwell Cricket

THE Camberwell Cricket Club, whose Annual General Meeting was held recently, show in their report that for the second year the ability and enthusiasm of the "single staff" cricketers were too much for the "married staff" whose batting, although looking formidable on paper, failed lamentably on the cricket field. Perhaps the "single staff" were favoured by rather more than a fair share of the luck of the game but, we are assured, "they always looked the winners." This, although quite a small part in the life of the Camberwell Municipal Officers Cricket Club, shows them to be fully alive to the possibilities of the game.

MEMBERS of the **North Devon** Branch of the National Association of Local Government Officers were entertained to tea at Bromley's Cafe, Barnstaple, on Saturday, November 13, by the President of the Branch (R. W. C. Kingsley, Esq., Torrington), tea being followed by the Annual General Meeting, when a representative number of members were present.

Mr. R. A. Isaac was elected as the new President, and Mr. J. Brannam the Honorary Secretary.

DURING the season which has just come to an end an additional feature was introduced by the Yorkshire District Sports Committee in the form of a Gents' Tennis Doubles Competition. The progress of the competition is set out below :

Preliminary Round		*Winners*
Hull	v. Doncaster ..	Hull
Rotherham	v. Leeds ..	Leeds
First Round.		
Harrogate	v. Huddersfield	Harrogate
Scarborough	v. Hull ..	Hull
Leeds	v. Wakefield ..	Leeds
Batley	v. East Riding	East Riding
Semi-Final.		
Harrogate	v. East Riding	Harrogate
Hull	v. Leeds ..	Hull
Final.		
Harrogate	v. Hull ..	Hull

The final was played on the courts of the Moor Allerton Golf Club, Leeds, on Saturday, September 25. During the course of the tea which followed the match, Mr. R. A. H. Livett, Housing Director, Leeds, congratulated the winning team on their success, and expressed his pleasure at having taken part in the competition as a member of the Leeds team.

Social Events

"THE best entertainment ever" is a fairly apt description of the **Metropolitan District Reunion** which was held on November 19 at Queen's Hall, London. Humour was the axle upon which the whole show turned, and consequently turned very successfully. The programme included such brilliant artists as Leonard Henry, the Western Brothers, and Arthur Askey, an old favourite (all of B.B.C. fame). Garda Hall and Thorpe Bates contributed the more serious items with their usual charm and effect.

At the interval, after a few introductory remarks, Mr. J. T. Baker called upon the president of the Metropolitan District Committee, Mr. P. H. Harrold, to present the sports trophies to the appropriate Branches. Mr. Harrold, in the course of a short speech, appealed to the members of the district to support the Metropolitan Operatic and Dramatic Society.

The whole of the proceeds from the sale of programmes, together with any profit arising from the concert, are to be handed over to the Benevolent and Orphan Fund.

The reunion was certainly well up to standard and the organisers are again to be congratulated on what is the outstanding district social function of the year.

The popularity of this reunion is evidenced by the fact that every seat in so large a hall as Queen's Hall was booked.

A Mayor's Amazement

The Mayor of Colchester, when he attended the annual dinner and dance of the **Colchester Branch**, expressed his amazement at the magnificent and hard work that local government officers carried out.

Alderman P. A. Sanders observed that N.A.L.G.O. had widespread activities from which the benefits derived were many, and it had brought about a better feeling between the officers and those who were nominally their employers.

Colchester Branch has a membership of 250 members, representing 90 per cent of those eligible for membership. Mr. A. Denton Ogden (National Executive Council) referred with satisfaction to the passing of the Compulsory Superannuation Act, for which purpose, he said, N.A.L.G.O. was mainly formed.

The County N.A.L.G.O. Players (Cambridgeshire) will present "**Third Time Lucky,**" a comedy in three acts by Arnold Ridley, at the "A.D.C." Theatre, Cambridge, on December 16, 17 and 18, at 8 p.m. each evening.

Tickets, price 2s. 6d. "reserved," 1s. 9d. and 1s. 3d., including tax, can be obtained from Mr. C. W. Bishop, Shire Hall, Cambridge.

Southwark Branch Annual Dinner

The Annual Dinner and Dance of the Southwark Branch was held at Strand Corner House, on Saturday, October 9, 1937. The President of the Branch, Mr. D. T. Griffiths, Town Clerk, was in the chair, and the guests of the Branch included His Worship the Mayor of Southwark, Councillor C. J. Mills, J.P., and the Mayoress; Mr. W. W. Armitage, the President of the Association; the Chairman of the Southwark Officers Whitley Committee, Councillor T. G. Gibbings, M.B.E., J.P., and others. Nearly 100 members and their friends were present at the function.

Lindsey. The County Officers' Branch organized an Evening Concert on Sunday, October 17, in aid of the Benevolent and Orphan Fund. The concert was held in the Savoy Cinema by the kind permission of the A.B.C. Theatres, Ltd.

The artistes included Arthur Askey (B.B.C. entertainer), Stanley Noble (Tenor), Arthur Barraclough (the Savoy Organist) and the Arcadia Dance Orchestra.

Every seat was sold and the event was a great success, approximately £50 being raised for the Fund.

Denbighshire Dance

A successful dance was organised by the Denbighshire County Council Branch in aid of the Benevolent and Orphan Fund, and it is anticipated that quite a substantial profit has been made.

Approximately 150 persons were present and the event was a social success as well as financial. The dance was arranged by Mr. T. Williams and Mr. J. T. Jones, who received enthusiastic support from other members of the Branch.

Successful Charity Ball

Five hundred people attended Scarborough charity ball recently, which was organized to aid the Benevolent and Orphan Fund. The mayor and mayoress attended. During the evening a cabaret gave a number of items, including a tap number, a "blues" number, and excerpts from the "Faust" ballet that was a unique feature of the Open-Air Theatre production during the summer.

"Wood Cup" Dinner

The Middlesbrough and Stockton Branches of the Association held their annual "Wood Cup" dinner at the Welling Hotel, Middlesbrough, on November 10, 1937.

Mr. C. F. Bosher, President of the Middlesbrough Branch, was in the chair, supported by many of the Corporation Department Chiefs. He extended a welcome to Mr. J. D. Jackson, Stockton President, and his colleagues.

The dinner followed a football match in the afternoon for the Wood Cup, which was retained by Middlesbrough with a 3-0 victory.

A Yorkshire Conference

A Conference of Branch Secretaries in the Yorkshire District was held at the Municipal Buildings, Harrogate, on Saturday, September 25, 1937. There was an excellent attendance, and the General Secretary gave an address on organization and administration problems of the Association. At the conclusion of the address several questions were asked and an interesting discussion ensued. The representatives were afterwards entertained to tea at the invitation of the District Committee.

Bromley

Speaking at the civic dinner of the Borough of Bromley on November 4, the retiring mayor (Councillor E. J. Bettson, F.C.A., J.P.) stated that his relations with N.A.L.G.O. had been very friendly, and he trusted they would continue so. The members of that association in Bromley were an amazing set of fellows who had a great tradition behind them and who carried out that tradition.

Personal

Mr. Eric G. Wright, of Canvey Island, has been appointed Committee Clerk to the City Council of Port Elizabeth, South Africa. Mr. Wright has had some nine years' experience of Committee procedure in local government in this country at Dorchester, Malden and Coombe, and Canvey Island, and we wish him success and happiness in his new position.

Mr. L. Shires, of Crewe, has been appointed to the position of Borough Treasurer and Rating and Valuation Officer. This transfer, with its added duties, will unfortunately prevent Mr. Shires from continuing to act as Branch Secretary, which work he has ably carried out during the past three years. Mr. Shires has been associated with Crewe since 1926, and during that time has done much work for N.A.L.G.O., acting at different times as Branch Secretary, Branch Treasurer, and Education Correspondent. He has also been a member of the North Western District Committee for some time. We wish Mr. Shires success and happiness in his new work, and are pleased to hear that he will still continue to serve on Branch Committees.

Following a dinner of the local Branch at Barry Island recently, **Mr. T. E. Franklin,** formerly Gas, Water, and Electricity Engineer and Manager, and **Mr. John Jenkins,** formerly Rating and Valuation Officer, were given a gas refrigerator and a bureau and chair respectively by the staff.

Mr. W. H. Prosser, Engineer and Surveyor to the Bridgend Urban District Council, has been appointed Deputy Engineer to the Calcutta Improvement Trust. Mr. Prosser is a past Chairman of the Branch and took a keen interest in its activities. He sailed for India on October 9 last to take over his new appointment, and carries with him the good wishes of his colleagues for his future success and happiness.

Mr. R. E. Huband has transferred from Fourth Assistant Clerk in the Guardians Committee Offices, Prescot, to an Assistant Clerk in the Public Assistance Offices, Bootle Corporation (Liverpool).

The Executive Committee of the Harrogate and District Branch record with regret the retirement, due to ill-health, of **Mr. J. N. Tate,** Electrical and Medical Engineer of the Royal Baths.

Mr. Tate had been closely associated with various Branch activities for many years, but it is particularly in connection with the B. & O. Fund that the work of Mr. and Mrs. Tate will be remembered with great appreciation.

In his retirement at Hastings, the Branch wish him happiness and improved health.

The Harrogate & District Branch colleagues of **Mr. G. E. Croft,** Chief Cashier, recently presented him with a Grandmother Clock and Bank-note Wallet on his retirement after 46 years' service with the Harrogate Corporation.

Mr. G. Wray, President of the Branch, referred to Mr. Croft's popularity with the officials and his active work in connection with Sports and Entertainment Committee, of which he was Chairman for several years.

The good wishes of the members were extended to Mr. and Mrs. Croft in their retirement.

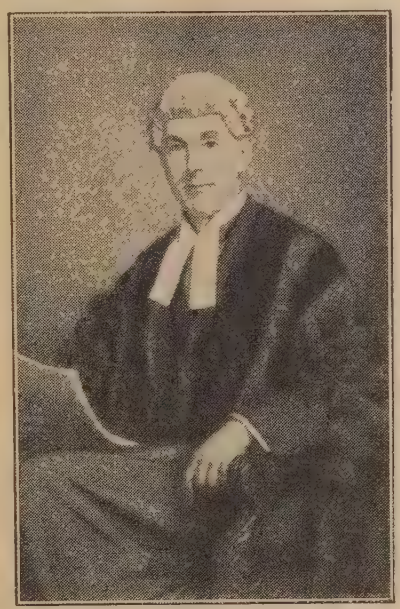
OBITUARY.

We deeply regret to record the death of **Mr. W. S. Holman,** Chairman of the Executive Committee of the Notts C.C. Branch. A popular official, Mr. Holman had given magnificent service to his colleagues and to the East Midland District Committee, and his death is a great loss to his colleagues and to N.A.L.G.O.

PRESIDENT OF ST. PANCRAS BRANCH HONOURED

A portrait in oils was presented to Mr. A. Powell Coke, Town Clerk of St. Pancras, in appreciation of his services. Sir Alfred Davies, a former mayor of the borough, made the presentation on Thursday, October 21, at the town hall, where a distinguished company of members and principal officers of the council were present.

In making the presentation Sir Alfred Davies said that during Mr. Powell Coke's thirty years at St. Pancras, he had been



The portrait of Mr. A. POWELL COKE

the guide, counsellor, and friend of all connected with the council. By his brotherliness and friendliness, and his ever apparent willingness he had attracted a large number of friends.

This was supported by the mayor, Alderman R. F. W. Fincham, J.P., who remarked that in their Town Clerk, St. Pancras had a man who had done exceedingly well in a very difficult position.

Returning thanks, Mr. Powell Coke referred to humorous incidents that occurred when Sir Alfred Davies was Mayor of St. Pancras and said during that year he (Mr. Coke) took many lessons in tact from the everyday life of Sir Alfred.

Speaking of the new town hall, the Town Clerk declared that local government service was an essential and integral part of our national life, and deserved a dignified home. He remarked that he was deeply sensible of the thought which prompted the borough to make him such a presentation.

Mr. Powell Coke has completed forty-one years of local government service, thirty-three of them in St. Pancras. Before coming to the borough in 1904 he served with the corporations of Swansea and Wallasey and the Battersea Borough Council. Appointed chief clerk in the St. Pancras Public Health Department in 1904, he succeeded to the post of deputy Town Clerk in 1925, and became the council's chief officer seven years ago.

He is president of the St. Pancras branch of N.A.L.G.O.

Branch Meetings

Ipswich

THE Annual Meeting of the Ipswich Branch of the National Association of Local Government Officers was held at the Town Hall, Ipswich, on Friday, November 5. The president (Mr. L. Chubb, chief librarian) presided over a large gathering of local government officials, representative of the various departments of the Ipswich Corporation.

The Branch Secretary, in presenting his annual report, stated that the membership was 217, approximately 80 per cent. of the potential membership.

Favourable reports were received of the work of the Staff Joint Committee, which had secured agreed conditions on recognition of examination successes, assistance to young students, grants to nurses, holiday allowances, etc.

The following were elected as Branch officers for the ensuing year: President, Mr. L. Chubb; Vice-President, Mr. E. McLauchlan; treasurer, Mr. A. Wiglesworth; branch secretary, Mr. F. W. Goodchild; education correspondent, Mr. P. D. Simper; local correspondent, Mr. S. A. W. Day.

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Jarrow

The Annual Meeting of the Jarrow Branch was held at the Town Hall, Jarrow, on November 11, 1937.

Mr. W. Lamb, who has held the position of Branch Secretary for a number of years, regretfully tendered his resignation owing to pressure of duties since his recent appointment as Secretary for Education.

Membership of the branch, which is almost 100 per cent, remains fairly constant.

The Divisional Secretary addressed the meeting, and referred particularly to the activities of the newly-formed North-Eastern Joint Council.

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Durham Rural

Two special meetings of the Durham Rural Branch have been held recently with the object of increasing membership and stimulating interest in the Association. The Divisional Secretary and Mr. J. W. Vince (N.E.C.) addressed the members of the staff, and a substantial increase in membership has resulted.

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Ruislip-Northwood

The Annual General Meeting of the **Ruislip-Northwood** Branch was held on November 9th, at which a good attendance of Members was recorded. The following officers were elected for the ensuing year: President: Mr. H. R. Metcalfe (Engineer and Surveyor); Vice-President: Mr. W. Bennison (Deputy Clerk); Hon. Treasurer: Mr. C. H. Trist; Hon. Secretary: Mr. W. G. Hall. The last named was elected in the place of Mr. H. W. Killick, who proffered his resignation after many years in the office, and to whom a hearty vote of thanks was accorded. Resolutions were passed dealing with departmental representation on the Executive Committee, a scheme for increased contributions to the Benevolent and Orphan Fund, and the proposed formation of Sports and Social Sections.

Gloucester County Branch

AN enterprising experiment has been started this year in the form of a series of twenty lectures to be given at the Gloucester Technical College on the subject of Central and Local Government. The lectures are being given by Mr. A. F. Greenwood, M.A., LL.B. (Deputy Town Clerk, Gloucester) and Professor W. E. Salt, M.A., B.Com. (Bristol University) and the Session will continue to March, 1938. Those who have attended the first lectures speak very highly of them.

ALL MANKIND'S CONCERN

Weekly Allowances

A widow aged 34 years with four children aged 8, 7, 6, and 4 years dependent upon her, has been left practically destitute owing to the death of her husband a few weeks ago. The widow's only income is 24s. per week, which is derived from widow's and orphans' pensions, and she also possesses a house which is mortgaged for a considerable sum. The Benevolent and Orphan Fund of the Association is making a substantial weekly grant in this case to assist the widow until such time as her financial position improves.

Another young widow aged 30 years, with two small children aged 7 and 3 years, has also been left practically destitute owing to the recent death of her husband. Her only income consists of widow's and orphans' pensions amounting to 18s. per week, and a small capital sum received in respect of superannuation contributions returned. The Benevolent and Orphan Fund is making a grant, each week, to this widow, in order to enable her to support herself and children.

A widow aged 44 years with three children aged 16, 14, and 11 years dependent upon her, has asked for assistance from the Benevolent and Orphan Fund towards the education of her two younger children. The child aged 16 years will leave school shortly and endeavour to augment the family income by securing employment. There is also an elder son aged 21 years, who contributes as much as possible to his mother from his weekly earnings. The two youngest children are attending the high school in the district. The Benevolent and Orphan Fund is making a grant in this case until the children leave school and earn sufficient to maintain themselves and their mother.

Lump Sum Grants and Loans

A member, aged 30 years, with four small boys dependent upon him has experienced a great deal of expense recently owing to the very serious illness of his wife and her subsequent death. The member finds that he has fallen into debt in view of the heavy expenditure incurred and has appealed to the Benevolent and Orphan Fund for a grant to assist him over a difficult period. The Fund made a grant to this member.

A member, aged 30 years, with a wife and small child aged 2 years dependent upon him, has fallen into arrear with the payment of rates, etc., in view of the heavy expenditure incurred owing to the critical illness of his wife which has lasted over a period of two years. She has now been advised by her doctor to secure a change of air, but owing to the member's finances, he is unable to afford the additional charges to be incurred. The case was brought to the notice of the Benevolent and Orphan Fund, and a grant and a loan has been advanced to the member to enable him to pay the rates which are overdue, and also send his wife away for a change of air, in order to facilitate her recovery.

Are you doing your share towards helping colleagues less fortunate than yourself? The annual subscription to the Benevolent and Orphan Fund is only threepence per month.

NO MEAN BRANCH—NEWPORT

NEWPORT BRANCH claims to be the first Branch of its size to report that all subscriptions were paid, with no arrears, and to make the appropriate returns to Headquarters before the end of the financial year. This is so; and it may be of interest to give some customs, tempered with a little history, of Newport which perhaps are accountable for the opinion that "Newport is an excellent Branch in every way."

Perhaps one reason why the Newport Branch has progressed is that members have realised their individual responsibility of enlightening junior entrants to the service as to the benefits of Nalgo membership. If each member of a branch shoulders his or her responsibility in this respect, it is certain that the 100 per cent. membership ideal will rapidly be attained.

Nalgo dances and social evenings are popular functions at Newport, being well supported by the public as well as by the members. An annual dinner is held at which the guests include the Mayor and the Chairmen of the principal Corporation Committees.

A most successful social auxiliary of the Branch is the Bowling Club, which has now completed its fourth season. Members of the Town Council are welcomed as members of the Bowling Club, and five Councillors are regular playing members of the team.

A Swimming Club was also inaugurated last year and promises to become a popular feature.

The Newport (Mon.) Branch was formed in March, 1910, with a membership of 78. One of the pioneers of the Branch, Mr. Harry Shean, was the first Branch Honorary Secretary and held that office for over 10 years. He still takes a great interest in the Branch's activities.

In 1931, when Mr. H. N. Fitt took over the Honorary Secretaryship, the Branch membership was 280. From that date to 1936, when Mr. Fitt was succeeded by Mr. J. Ruffe-Williams, the branch membership has steadily increased to its present figure of 425. This represents practically 100 per cent. of those eligible to join.

The Branch has also achieved 100 per cent. membership of the Benevolent and Orphan Fund, a fact of which members are justifiably proud.

One interesting custom of the Branch in connection with the annual election of President is to allow the Chief Officers of the Corporation to select one of their number for election to the office every other year. The system has worked extremely well, and has done much to promote the harmonious co-operation which exists in Branch affairs between the Chief Officers and the staffs.

Most of the subscriptions are collected by deduction from salaries and the thanks of members are extended to Mr. Norman T. J. Moses, the Borough Treasurer and Comptroller of Newport, who has for some years granted the necessary facilities for collection in this manner. The satisfactory financial position reflects great credit on Mr. A. G. Clarke, the Honorary Treasurer, whose energies are boundless.

The Executive Committee of Newport (Mon.) Branch, 1936-37.

Left to right: Seated—Mr. C. F. Ward; Dr. Irene T. J. Ruxton; Messrs. N. J. Young (Vice-President); J. A. Essery (President); A. Nichols Moore; Dr. D. W. Oates.

Standing—Miss C. M. Boucher; Messrs. R. M. H. Evans; T. H. Ridd; A. J. Rowe; H. N. Fitt; J. Ruffe-Williams (Hon. Secretary); A. G. Clarke (Hon. Treasurer); J. H. Johnson; E. A. Middle; F. C. Wreford; Miss E. Bearne.

The Bryn Mawr Scholarship to U.S.A.

THE Bryn Mawr and Affiliated Schools for Workers are offering scholarships to women workers outside the U.S.A. Two industrial workers, and one office worker are to receive scholarships to certain American colleges. The object is to give students the opportunity to study industrial and economic problems with other workers from all parts of the United States and from European countries. The Bryn Mawr school (for industrial workers) lasts about two months, beginning about the second week in June, and the school for office workers runs for four weeks in July.

Application forms must be returned not later than December 13, 1937, and may be obtained by writing to the Honorary Secretary, Miss M. L. Simeon, 19, Cavendish Road, N.W.6, and enclosing a stamped, addressed foolscap envelope.

Civil Service Statistical and Research Bureau

WE have received a Report from the Chairman of the Civil Service Statistical and Research Bureau dealing with the work of that organization which was founded in January, 1933.

The Bureau is the most representative body of Civil Servants, and would be quite comprehensive were it not for the absence of representatives of the Union of Post Office Workers, who themselves have a Research Bureau catering for their own particular needs.

The following paragraphs in the Report are both interesting and informative :

A Management Committee of three persons performs the main tasks of the Bureau. All the work is upon an honorary basis and the only material cost is for the rent of a room and the employment of a fully qualified statistical officer. The total cost of the Bureau is less than £300 per annum. Regular meetings are held, at which papers are presented recording the work done. Some 200 such papers have been prepared, i.e., about 40 per annum covering :

Estimated movements in the cost of living figures for particular periods.

Analyses of the Exchequer position from time to time.

Reviews and Summaries of Books and Publications of importance to the Civil Service.

Notes relative to Bonus Stabilisation and Consolidation.

Relation of Wholesale and Retail prices.

Five-day week.

Salary and Wage movements outside the Civil Service.

Changes in Money Wage Rates.

Records of Important Pronouncements by Cabinet Ministers, Bank Chairmen and others.

And more recently, several papers on a proposed Family Budget Enquiry complementary to the new Ministry of Labour Cost of Living Enquiry.

The Family Budget Enquiry

A great obstacle to the obtainment of a more equitable cost of living bonus during the post-war years was the absence of authoritative and specific data on the cost of living of black-coated workers. However inevitable may have been the direct application of the results of the official working-class Cost of Living Enquiry, it was unscientific, to say the least, that the bonus remuneration of more highly-paid classes should be related solely to the results of those enquiries. This obstacle to improvement in remuneration was not removed during the proceedings of the Tomlin Royal Commission, in the stabilisation discussions which followed, or in the abortive struggle which preceded the imposition of consolidation based on objectionable and quite inadequate bonus figures in 1934. History, therefore, indicated the task to be done on behalf of the Civil Service, and to this problem the Bureau has applied itself.

The co-operation of other organisations including the N.U.T., N.A.L.G.O., and the L.C.C. Staff Association has been sought and obtained, and a similar enquiry for the members of these organizations not falling into the area of the official Cost of Living Enquiry will be undertaken under the auspices of the Civil Service Statistical and Research Bureau, the detailed arrangements for which are now well in hand.

The members of the Association are equally as much concerned with the increased cost of living as the Civil Servants, and realise the necessity of an accurate middle-class index figure being compiled.

We feel sure our members will welcome the co-operation of the Association with the Civil Service and other black-coated workers and will assist by completing any forms of enquiry which may shortly be required in this most important field of social research.

New Public Relations Officer

Mr. Alec Spoor is the new Public Relations Officer of the Association.

Educated at ACKWORTH and BOOTHAM Schools, Yorkshire, and at Heidelberg University, he has had considerable experience as a Journalist, having been for four years on the reporting staff of the "Liverpool Daily Post" and eight years on the sub-editorial staff of the "Daily Telegraph." Since 1930 he has been a senior sub-editor of the latter paper.

Before entering journalism Mr. Spoor worked for two years on the publicity staff of the British Empire Exhibition, obtaining wide experience of all branches of publicity work. Later, he gave part-time assistance to a publicity expert, contributing many articles to the press and superintending the preparation of all types of literature for publicity purposes.

Mr. Spoor has also done much free-lance journalism on general topics.

Those who are well acquainted with him speak highly of his qualities as a journalist and as a man, and all members of N.A.L.G.O. and of Headquarters staff who have met him have had the opportunity of judging his charm and geniality.

He has always shown a keen interest in public affairs both national and local, and will without doubt prove fully competent to tackle successfully his new task.

(v) The general social advantages resulting from the association of N.A.L.G.O. members with a common interest.

The annual subscription is one shilling.

Full particulars and membership forms may be obtained from all local branch secretaries in the Metropolitan District. Or from

Mr. J. P. L. BRANSON (Kensington)
Hon. Sectional Secretary.

"Distinguished Gathering"

IN the past the N.A.L.G.O. Operatic and Dramatic Society has set itself an exceedingly high standard of production and performance, and no higher praise of their rendering of "Distinguished Gathering" can be given than to say that it has not lowered that standard.

The play is one which presents certain difficulties if it is to be convincing. The author, and not the Society, is to be criticized for that fact. Nevertheless, it *was* convincing, the atmosphere, dramatisation and suspense being obtained easily and without effort. A feature of the evening was the smoothness and polish of its performance.

Mr. Williams, whose excellent performance will be remembered in the "Sport of Kings," took the part of a rather bizarre publisher who brings together a strangely assorted company of guests for the carrying out of an ingeniously planned murder. A difficult character to portray, yet one which Mr. Williams made real and convincing. Mrs. Vera Turner, as his wife, gave a very sympathetic and charming performance.

Miss Hooper as the Lady Thalia Wilmer was an exceedingly polished actress. I rank the scene between her and Sir Brian Howett (Mr. Brown) as one of the best pieces of acting of the evening.

Mr. Betts walked through his part of the highly-strung airman easily and confidently. The character, however, did not give him the scope to use the undoubted talents he has.

Miss Noble, as the flamboyant Dorinda Casswell, was an excellent piece of casting. Miss Noble entered into the skin of her character and made it live.

Mr. Hudgell (Elliot Vines) and Miss Audrey West (Caroline Beckwith) gave good interpretations of their parts, whilst Phyllis Hyman as the mystery-woman "Leslie Guest," although at first obviously suffering from nervousness, gave an adequate performance of a difficult part.

The other characters gave of their best and played their part in the success of the evening.

Altogether a pleasing and entertaining evening, which left one satisfied and with a very high esteem of this society, which is rapidly making an enviable tradition for itself.

I am informed that the next production will be "Miss Hook of Holland," in February next.

HAGE

Ice Skating

Ice-skating needs no introduction to the majority of N.A.L.G.O. members and the N.A.L.G.O. (Metropolitan District) Ice-Skating Section has been formed to stimulate a greater interest in the art among members who are already ice-skaters and those who aspire to be.

The Section aims at securing for N.A.L.G.O. members in the Metropolitan District the many benefits accruing to members of the Civil Service Ice-Skating Association which has enjoyed a phenomenal growth in the past few years.

Amongst the benefits the Section seeks to provide are :

(i) Reduced charges of admission to leading ice rinks. Concessions have already been granted by rinks as follows :
Richmond Sports-Drome, 1s. instead of 2s. and 1s. 6d.
Streatham, 1s. 9d. instead of 2s. 6d.
Harringay, 1s. 6d. instead of 2s.
Earls Court, 1s. instead of 2s. and 1s. 6d.
Westminster, 2s. instead of 2s. 6d.
Special arrangements have been made for membership of Sunday clubs.

(ii) Best quality equipment at advantageous terms.

(iii) Tuition.

(iv) Special sessions for members outside ordinary rink sessions.

(*continued at foot of preceding column.*)

More Books

LIFE WITH MOTHER	*Just fine.*
LAKE COUNTIES	*Travel.*
THE RIGDALE PUZZLE	*?*
THE MOTORIST'S COMPANION	*What it claims to be.*
THE EPICURE'S COMPANION	*Food for thought as well.*
CIGARETTE CARDS	*All about them.*
THE HEALTH COMPANION	*Everybody's business.*

THE many who enjoyed meeting "Father" must inevitably turn to this book, "**Life With Mother,**" by Clarence Day (Chatto & Windus, 7s. 6d. net), with a mixture of joy and sadness; joy because they will meet the Day family once more, and sadness because the author's death has robbed the world of one of its greatest humorists. In "**Life With Father**" Mr. Clarence Day, senr., shouted and stamped his way through the pages. Mother remained in the background, gentle, humorous and determined, but a secondary character. In this new collection of sketches Mother more than once has the story to herself, leaving Father as one of the "noises off," though irrepressibly he has a knack of bursting in and taking the lion's part.

Why on earth did Mother marry him? The answer dawns slowly on the reader as he grows to know this strange Day family. The simple fact is that for all his hectoring dogmatism Father was a generous, soft-hearted and loving character. He was completely dependent on Mother, and she knew it. And as a result their home was happy. The genius in Clarence Day's work lies in his amazing ability to convey this happiness, and to share it.

I CANNOT conceive that there is anybody who has not, at some time or another been intrigued by reports of journeys through and holidays in the Lake country, and felt an insistent yearning to go and find out about it for himself. Scores of people are doing it every year, and if you decide to follow in their wake there is one book which must be packed in your suitcase or haversack. It is Arthur Mee's "**Lake Counties,**" published by Hodder & Stoughton at 7s. 6d.

The Editor has gone to considerable trouble to ferret out all the histories and legends of the area, with the result that you have in front of you all the answers to any questions you may put to yourself or your companions. Incidentally, the book is well and profusely illustrated.

This particular edition is one of a series called "The King's England," and the entire series is recommended to those who wish to know more about the land of their birth and to learn in a most fascinating way.

"**The Rigdale Puzzle**" by Charles Kingston (Ward, Lock and Co., 7s. 6d.), is another amusing mystery, introducing a new and very lovable character, George Rigdale, a country solicitor. Deborah Stanfield's lover is found murdered in most extraordinary and perplexing circumstances—in one of the victim's pockets there is a fully loaded revolver and in another a false moustache—and the only person who benefits by the crime is George Rigdale, her solicitor and trustee. How this sinister fact revolutionises the lives and fortunes of Rigdale's four children, and how it ultimately leads to the solution of the mystery gives the story a flavour and excitement of its own.

MESSRS. J. M. Dent & Son have just added to their "Companion" series two more indispensable bedside books. First, let us mention "**The Motorist's Companion,**" the book of motoring pleasures, routes, humour, food and drink, inns and upkeep.

It is written by John Prioleau, which in itself is sufficient recommendation, and the delightful illustrations are by G. R. Worsdell. Do you know why you motor? If you don't, Mr. Prioleau will tell you. He gives you also the traveller's anthology. The story of the Grand Tour; how to take care of your stomach abroad; inns and their keepers; something about beds; and a wealth of other motoring information, including a technical dictionary in six languages. This book brings motoring to a better level.

The next is the "**Epicure's Companion.**" This is the same style and format as the others in the series, but it has an editor and a number of contributors—all very distinguished. It tells of eating and drinking as the necessities of life; they can also be an art, and a major pleasure of civilisation. This is a book for everyone who eats and drinks (and who can live without?) who prefers to gather the sweet rather than the sour apples from the tree of life, and who likes to make his money go as far as possible. All kinds of civilised food are dealt with from oysters to dessert. The twenty-seven chapters on food can be read as agreeably as a novel, because they are packed with human interest, and flavoured with urbane wit. It is a reference book as well—you can turn up Gurnards or Artichokes, Salsify or Bread, Blue Vinny or Woodcock, in less time than it takes to pull a cork. There are chapters on the art of drinking—Brandy, Gin, Rum, Whisky, Cyder, Soft Drinks, Beer, Tea, Coffee, and the storage and handling of Wine. It is a necessary book as well as a delightful one.

Both books are published at 7s. 6d. net, and if you are stumped for the ideal Christmas present you can choose either of these books and rest assured that the recipient will not only be grateful but will admire you for your standard of discrimination.

CIGARETTE cards are familiar to us all. Non-collectors find them in the packets of cigarettes they buy; non-smokers are asked for them by cheery youngsters about the streets. Perhaps few of us realise the full development of the cards, the variety of subjects they illustrate, the processes that go to their production, their curious origin in America as early as 1884, their still more curious application in Central Europe, and their distant cousins of the far ends of the earth.

Some cards are concerned with very out-of-the-way subjects, with the hairs on a flea's leg and the possible scenery on the far side of the moon. They are no less concerned with practical subjects of interest to all of us, with men and women and children, and with the ordinary details of everyday life.

The collecting of cigarette cards can be a source of instruction to collectors and a hobby which entails little expense and which can be appreciated more fully by recourse to the book (the first of its kind) entitled: "**Cigarette Cards: and How to Collect Them,**" by I. O. Evans, at 3s. 6d., published by Herbert Jenkins, 3, York Street, St. James's, S.W.1. It will make an acceptable gift to any youngster this Christmas.

The New Divorce Act

THE whole question of divorce is peppered with legal difficulties and technicalities. Information is not easily accessible.

The New Matrimonial Causes Act of 1937, while a considerable improvement on those of 1857 and 1923, has added to the difficulty of interpretation. **A Simple Guide to the New Divorce Act,** by J. M. Sanders, published by Routledge at 2s. 0d. This book sets out precisely the terms of the new Act, and at the same time explains its implications in a way which the general public can readily follow.

It is the author's opinion that the new Act will not increase the number of divorces, but will make marriage an institution of greater social benefit.

The Health Campaign

AT the end of last September, just before the Government launched its campaign for a healthier nation, "The Times" published a special number setting out the proposals and giving a full description of what had already been done by public authorities and voluntary organizations. That special number has now been published in book form with the title "**The Nation's Health,**" by The Times Publishing Company. The cost is 2s. 6d.

This book which is very well illustrated and which contains a foreword written by the Prime Minister, is divided into seven parts. The National Health Campaign; Public Health Services; Physical Training and Recreation; Home, Workshop and Playground; The Fight against Disease; Food and Diet; and finally, Mental Hygiene. The contributors are all distinguished authorities and include the Minister of Health, the President of the Board of Education, and a host of other experts.

This book is of exceptional interest to all but especially to those connected with "the nation's health."

Equal Pay . . .?

AN inquiry into the case against the demand for equal pay for men and women teachers of the same professional status has been prepared for the Association of Schoolmasters under the title of "**Equal Pay in the Teaching Profession.**" It is well known that a good deal of misconception exists concerning the policy of equal pay in the teaching profession, and this booklet is an effort to throw some light on the true position. The booklet is divided into seven sections, each of which deals with a particular aspect of remuneration in the teaching world. The sections are: The Demand for "Equal Pay" in the Teaching Profession; "Equal Pay" in the Industrial World; Why Men in Industry advocate "Equal Pay"; Why men in the Teaching Profession oppose "Equal Pay"; Why Boys should be taught by Men Teachers; The Shortage of Men Teachers—Its Causes and Remedy; The Problem of Family Maintenance.

THOUSANDS OF

CIVIL SERVICE VACANCIES

THE Civil Service Correspondence School is the only postal coaching institution which was formed solely for the purpose of training students for the Civil Service Examinations. The School is not a subsidiary of any other organisation, and every course of study has, therefore, been based entirely upon the syllabuses of and the requirements for the Civil Service Examinations.

During the four years of its existence, some hundreds of the School's students have obtained appointments at Civil Service Examinations, and files show a large number of unsolicited testimonials. The School's success is an emphatic indication that there was a need for a postal coaching college specialising solely in Civil Service Examinations. Our tutors are University graduates with long experience in correspondence tuition.

Tuition fees are moderate and include loan of text-books. There is a reduction in fees of 20 per cent. for members of the N.A.L.G.O. and for the children of N.A.L.G.O. members. Deferred payments if desired.

Over 200 students of the Civil Service Correspondence School succeeded at Service Exams. during 1936-37 and secured posts.

FORTHCOMING EXAMINATIONS

Tax Inspectorate and Third Class Officer, Ministry of Labour. Summer 1938 and Summer 1939. Salary scale of basic grade rising to £530 with good promotion prospects. Age limits, 21 and under 24 on September 1st in the year of the examination. Both sexes eligible.

Executive Class.—We are now enrolling students for the Spring 1938 and 1939 examinations. Salary scale rising to £530, with good promotion prospects. Age limits, 18 and under 19 on March 1st in the year of the examination. Both sexes eligible.

Officer of Customs and Excise. January 1939. Salary scale rising to £570 with promotion prospects. Age limits, 19 and under 21 on March 1st in the year of the examination. Men only.

Clerical Classes.—We are now enrolling students for the Autumn 1938 and Spring 1939 examinations. The Clerical Classes of the Civil Service provide a good career for boys and girls leaving school at the age of 16. Candidates have to be 16 and under 17 as at March 1st in year of examination. Thousands of vacancies.

Typist and Clerk-Typist (16½ to 25), **Male Assistant Preventive Officer** (19 to 21) and numerous other Civil Service entrance examinations are described in our Guide to Civil Service Examinations.

DETACH HERE

Please send me a copy of the Guide to Civil Service Examinations. I am a member of N.A.L.G.O., and am interested in the Examination. .....

Name .....

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Send in unsealed envelope with ½d. stamp.

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Please mention "Local Government Service" when corresponding with advertisers.

The above sketch by no means exaggerates the faults and omissions seen in the average country suit

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I am a cash tailor, but as Public Officials are responsible people I offer them *comfortable credit terms on the actual cash prices I charge the public*

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The Scale of Salaries for Architects

A SCALE of annual salaries for Architects was approved by the Council of the Royal Institute of British Architects in June last and is now available to members on application.

It is expected that in most cases of salaries given in the scale below it is likely that increments will be given, and it should be understood that the scale applies irrespective of sex, provided that the duties, responsibilities and services rendered are identical. The scale is based on normal London conditions and normal working hours, and consequently may vary slightly for other localities.

ARCHITECTS.

(a)	Chief Architects	£1,000-£2,500
(b)	Deputy ,, ...	£750-£1,800
(c)	Assistant ,, ...	£500-£1,250

ARCHITECTURAL ASSISTANTS.

(d)	Principal or Managing Architectural Assistants	£456-£600
(e)	Senior Architectural Assistants	£325-£450
(f)	Architectural Assistants ..	£210-£325
(g)	Junior Architectural Assistants, according to experience, training and ability ..	£120-£210

In all cases the salaries are gross—inclusive of amounts deducted for pensions, superannuation, etc.

It should be noted that Architects (a) (b) (c) are those who function in an executive capacity in the same way as partners in a private firm; that the scale for (d) (e) (f) (g) is applicable to the staff of public and municipal offices, to commercial undertakings and to private practice.

It is considered that students who pass or are exempted from the Final Examination to the R.I.B.A. might reasonably be placed within scale (f) and that those who pass or are exempted from the Intermediate examination of the R.I.B.A. might reasonably be placed within scale (g), the figure of £120 in scale (g) being considered reasonable for a student of about 19 years of age with equivalent qualifications.

The salaries suggested for Chief Architects are based on an average volume of executed work from £75,000 to £1,000,000 per annum over a short period of years, bearing in mind the type of work and the responsibilities involved, Deputy and Assistant Architects being paid on a pro rata basis. In exceptional cases and when the volume of the work is greater the amount of salary should exceed the figures given.

Films at Reading

A WELCOME letter from Reading tells us that they are "getting on with the business" of providing facilities for the use of films for Local Government Officers. The Museum and Art Gallery Committee have recently acquired an Epidiascope and a Sound Projector, and have agreed to the policy of lending either instrument to Corporation Departments at a small charge for use by N.A.L.G.O. members. Early last month, demonstrations of the instruments were given to the chief officers and senior staff of several departments of the Borough, when films with scenes of interest to Local Government Officers were shown, such as "Changes in Franchise," "The Face of Britain," "Highway Code," "Water Power," etc.

The Association wishes that every authority were as "go-ahead" as Reading, but perhaps it is a little too ambitious to hope that every town and city in the country will see its way clear to embark on a similar film publicity programme. It is for that reason that N.A.L.G.O. is keeping in contact with bodies for the production and distribution of films with an ultimate view to provide suitable film publicity in any part of the country should it be desired, and perhaps to bring all films on Local Government under one head, so that all those concerned might co-operate to give both officials and public a better vision of the working of the Local Government System as a whole, thereby bringing about the enhancement of the prestige of the Local Government Service.

The Growth of Manchester

THE story of how Manchester is governed has been told in a well-prepared booklet entitled "The City of Manchester" which is calculated to stimulate the interest of every citizen in the affairs of the Manchester City Council. In a foreword, the Lord Mayor of Manchester, Alderman Joseph Toole, points out that in the future municipal activity cannot really prosper unless elected bodies are constantly invigorated by new and young blood. Chapter I is devoted to the city's local government and its history from the time of the Lords of the Manor of Manchester to the present day. Chapter II gives an interesting account of the Town Hall and Municipal Offices. The trading undertakings of Manchester, gas, water, electricity, transport and markets are explained with a wealth of detail. The educational and social services and the financial affairs of the city receive their due attention. The whole booklet is well illustrated with photographs.

Metropolitan District Committee

THE Quarterly Meeting of the Metropolitan District Committee was held at Westminster City Hall on October 14, 1937, with Mr. J. T. Baker in the chair.

Mr. S. A. Hughes submitted the report of the Sports and Recreations Sub-Committee the chief item of interest being the nomination of the Hon. Sports Secretary, Mr. T. F. Dunning, as a Vice-President of the Civil Service Football League on the invitation of that body.

The report of the Whitleyism Sub-Committee presented by Mr. P. Ritherdon indicated progress with regard to membership of the newly-formed Middlesex Whitley Council, and that the Sub-Committee had issued a questionnaire to branches not yet within the area of any provincial council seeking their observations on the possibility of some suitable machinery being established.

Making his début as chairman of the Advisory Sub-Committee, Mr. T. Cook (L.C.C. Branch) submitted the report of a meeting at which the organization of the London, Middlesex and Surrey county staffs was considered in some detail.

Submitting the report of the General Purposes Sub-Committee, Mr. E. A. S. Young made an eloquent appeal on behalf of the Benevolent and Orphan Fund, the finances of which were the cause of deep concern to the Association as a whole. An increased income of three or four thousand pounds a year was badly needed, which the increased subscription alone would not secure. He foreshadowed the possibility of the Benevolent and Orphan Fund Committee being compelled to cut down grants, a course which would appeal to none: the alternative was for the members to put their hands in their pockets and afford further help to a most worthy cause.

On an application from the South-West Herts Branch for transfer to the Metropolitan District Committee the Sub-Committee's recommendation that this be agreed subject to the concurrence of the Eastern District Committee was approved.

Some discussion ensued on that part of the Divisional Secretary's report dealing with electricity distribution in which Mr. C. W. Durley took part and explained briefly the action which had been taken to secure adequate protection of the interests of all staffs likely to be affected.

On the report of the Benevolent and Orphan Fund Committee, Mr. E. G. Hodges (Wimbledon) expressed thanks for the generous treatment of a case submitted by his branch. The chairman (Mr. J. T. Baker) drew the attention of the District Committee to the honour conferred upon Mr. E. A. S. Young by his election as vice-chairman of the Benevolent and Orphan Fund Committee of the National Executive Council.

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TOBACCO POUCHES		
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	Best Quality	3/-
Best Quality, Double Fold	Uncrushable Silk	3/6

Articles in Nalgo colours, very acceptable as Xmas Gifts, may be obtained from
N.A.L.G.O. Special Activities Dept., 24, Abingdon Street, Westminster, S.W.1.

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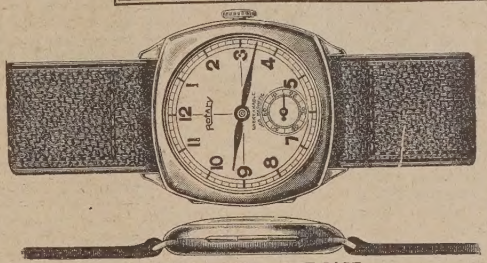

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Qualified Men for the Bench

A MEETING of the Kent County Officers' Debating Society took place at the Sessions House, Maidstone, on October 26, when the motion under discussion was :

"That magistrates with legal training should replace the present benches of magistrates."

Mr. W. Scrivens, Assistant County Solicitor, was in the chair. The proposer, after giving a number of instances of errors committed by benches and citing criticisms expressed by important legal personages of the present system, suggested that the age of a great many of the magistrates now sitting tended to make them inefficient and unsympathetic towards motorists and people of different outlook from themselves.

The opposer said that the public generally had a poor opinion of lawyers and he did not think that they would necessarily show the qualities desirable for magistrates. There was also the question of cost, and it was, he submitted, of great importance that every accused person should have the right of trial by ordinary fellow citizens rather than by lawyers.

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Lectures on Various Municipal Departments

THE Oxford County Branch has planned a series of lectures which are designed to give a practical and instructive introduction to the work of the various departments of a local authority, and of local government generally.

The lectures will last about an hour, including time for questions and discussion, and are open to all persons who care to attend whether members of the Association or not. The lectures will take place at the County Hall, Oxford, and no fees for the course will be charged. On the subjects of "Road Design in Relation to the Prevention of Accidents," "English Government and the Englishman," "The Work of a County Accountant's Department," "The Work of a Clerk's Department," "The Work of the Police," the lectures should help considerably in broadening the conception of local government as a whole.

In the Press

A 16-page mayoral supplement has been issued by the "Western Mail" which is introduced by the Lord Mayor elect of Cardiff, supported by the Mayors or Mayors-elect of the chief county boroughs of Wales, each of whom discussed the difficulties of their particular area, and indicated the plans which were evolving to force the future to yield up its harvest of public well-being.

The supplement finds a corner for N.A.L.G.O., and in an article entitled "A Red-Letter Year" the achievements of the past twelve months were discussed.

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The Forty-eighth Annual Report of th Medical Officer of Health of the Lancashi County Council has been prepared for the ye 1936. Compiled of information and statisti supplied by district Medical Officers of Healt the Report is produced on similar lines to tha of last year. The Report deals with every fie of the Medical Officer of Health's work, an gives much valuable and detailed informatio

(*Continued from page* 317.)

SOCIAL HYGIENE

(*All films under this head produced by Gaumont-British*)

***Heredity**

Reel 1.—The chromosomes in cell nuclei and their relations to the genes for the inherited characters of an animal.

Reel 2.—The breeding of long-haired albino rabbits with short-haired black ones shows that when one pair of genes are involved they segregate independently. Cross breeding with fowls, horses, and dogs is shown.

***Heredity in Man**

This film is designed as a supplementary reel to Heredity for those who wish to bring the Mendelian Genetics into contact with human affairs. Illustrations are given of the inheritance of beneficial characteristics : Phelps family (physique), Godfrey family (musical talent), and Terry family (general artistic abilities in many directions). The case history of a family : seventeen children with a normal mother and an apparently normal father with defective relatives is used as an example of the inheritance of defect.

From Generation to Generation

This is a popular film on Heredity made by a combination of material from the above two films.

A number of films dealing with Social Hygiene have been produced by the British Social Hygiene Council, Carteret House, Carteret Street, Westminster, S.W.1, and can be borrowed after approved application has been made.

A separate leaflet will be sent on application.

HYGIENE AND PUBLIC HEALTH

Note.—The following films dealing with Physical Education, Public Health and Hygiene will be of most service when used in connection with the training of Teachers, Games Supervisors, and Leaders of Physical Education Groups.

***Breathing**

Shows experiments in the chemical process of Burning and Oxygeneration and illustrates by growing plants that Oxygen is essential for life. Various methods of recording the inhalation of breath are explained by moving diagrams

***Blood**

Shows the nature and function of the blood and it constituents, i.e., red and white corpuscles and plasma.

***Circulation**

Shows the structure and function of the human circulator system with analysis of the work of the heart, arteries, an veins.

***The Filter**

Shows the microscopic creatures which are found in wate together with methods of filtration and the use of algae i eliminating bacteria.

***The Red Army**

This propaganda film for the extermination of the bed-bu shows the life story of the insect and the places in whic to look for its eggs. Various methods of eradication ar shown, and immediate co-operation with local authoritie is strongly advocated.

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